

Saxilby Church of England School

Saxilby C of E Primary

Anti – Bullying Policy

Anti-Bullying Policy

(November 2022)



We will not tolerate bullying of any kind

Introduction

Bullying is action taken by one or more child with the deliberate intention of hurting another child repeatedly and systematically. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional – being unfriendly, tormenting (e.g. hiding belongings, threatening gestures), excluding or name calling.
- Physical – pushing, kicking, hitting, punching or any use of violence.
- Racial – racial taunts, graffiti, gestures.
- Sexual – unwanted physical contact or sexually abusive comments.
- Homophobic – because of or focussing on the issue of sexuality.
- Verbal – name calling, sarcasm, spreading rumours, teasing.
- Discrimination relating to pupil's special educational needs and disabilities.
- Cyber bullying – using email or social networking sites to carry out any of the above.
- Social - also known as covert and relational bullying as it is designed to humiliate and damage someone socially

Bullying is **unacceptable** and damages individual children. No-one deserves to be the victim of bullying and everyone has the right to be treated with respect.

Pupils who are bullying need to learn different ways of behaving. The school has a responsibility to respond promptly and effectively to issues of bullying, both for the victim and perpetrator.

Aims of this policy:

- To develop a school ethos in which bullying is regarded as unacceptable.
- To produce a safe and secure environment where everyone can learn without anxiety or fear.
- To produce a consistent school response to any incidents of bullying that may occur.
- To make all stakeholders of the school aware of our opposition to bullying and to make clear everyone's role and responsibilities with regard to the education of bullying in our school.
- To give all governors, teachers, non-teaching staff, pupils and parents an understanding of what bullying is.

Roles and responsibilities:

Governors:

- Support the head teacher in eliminating bullying.
- Monitor the incidents of bullying and review the effectiveness of the policy regularly.
- Respond to any request from a parent to investigate an incident.

Headteacher:

- Implement the school anti-bullying policy.
- Ensure that all staff are aware of the policy and procedures.
- Report to the governing body on the effectiveness of the policy.
- Ensure that all children understand that bullying is wrong and that it is unacceptable behaviour.
- Monitor all BOO letters
- Ensure that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- Set the climate of mutual support and praise.
- Report serious or prolonged incidents to parents.
- Focus all behaviours through our four pillars

Staff:

- Support and implement the Something to Share Strategy, ensuring invitational culture is established and maintained
- Use check-ins and check outs to establish a listening culture in the class
- Intervene to prevent incidents from taking place.
- Carry out supportive conversations to complete a BOO letter, response reflections and Moving Forward Contract for early concerns
- Monitor Moving Forward Contracts
- Report BOO letter and any incidents to the headteacher and log on CPOMS (altering/assigning to class teacher, DHT, HT and FSW)
- Support the bullied child.
- Share incidents with all staff at the point where bullying has been established.
- Endeavour to change the behaviour of the child who is bullying.
- Ensure pupils know what might constitute bullying and how they can be reported.
- Log all actions / concerns / incident on CPOMS under the correct category
- Support children to be agents of change
- Focus all behaviours through our four pillars

Children:

- Must tell either a member of staff or a parent/carer if they feel they are being bullied.
- Remember that bullying is wrong and will be dealt with.
- Be specific about how they feel they are being bullied.
- Take part on a BOO letter, reflection and contracting
- Reflect on all behaviours through our four pillars and work hard to achieve and maintain our four pillars

Procedures:

Appendix 1 flow chart shows what, how and when action will be taken following a report of bullying.

Outcomes:

- The bully/bullies will be asked to genuinely apologise to the victim and a formal warning may be issued.
- In very serious or persistent cases the child or children responsible will be excluded.
- If possible the children will be reconciled.
- Each case will be monitored and recorded to ensure that repeated bullying does not occur. This will be done by logging incidents on CPOMS.
- Cases will remain open for minimum of one term

Prevention:

At Saxilby we will use personal social and emotional aspects of learning to develop children's understanding of bullying. Through these activities as part of the curriculum children will develop awareness of difference including all the protected characteristics.:



Other activities may include:

- Learning about the school responsibilities, our visions and the four pillars
- Whole school, Key Stage, Class Collective Worships inc Thinking Thursdays
- Writing stories or poems or drawing pictures about bullying
- Reading and sharing stories
- Role play
- Class check ins and check outs
- Class discussions and debates
- Annual children's survey and monitoring PSHE.

Associated policies:

- Behaviour policy
- SEND policy
- Equality policy
- School curriculum

Review

This policy shall be reviewed and approved by the Governing body every 3 years. Reviewed:

November 2022

Next review: November 2023

Appendix 1: A child /parent raises a concern about potential bullying



Boo letter
Reflections and Mov



Anti Bullying Week
PPT Assembly.pptx

- 1) An adult supports the child to build a BOO letter clarifying what they believe is mean, how they believe it is on purpose and how they believe it is over and over again
- 2) Adult support potential perpetrator in receiving the information and supports them to reflect on what they have learnt, sharing things from their perspective, 'their side of the beachball'
- 3) Adult supports both / all children through a restorative meeting to build a Moving Forward Contract identifying i) what they will do more of and ii) what they will do less of
- 4) Adult will record on CPOMS and assign to HT/DHT/FSW/Class Teacher
- 5) Adult will set a monitoring chat after 2 days, 5 days and 10 days
- 6) Adult will raise at Safe and Well
- 7) Adult will inform HT of ongoing situation

Saxby Church of England Primary School

My BOO letter to you

To: _____
From: _____

What you do that I think is mean:

B

What makes me think it is on purpose:

O

What makes me think it is over and over again:


O

These are the reasons why I think the way you are treating me is bullying. I am now saying and this will end immediately.

I am being an *agent of change* and taking back control of this situation.

Please sign to say you understand.


From: _____
Signed: _____



Saxby Church of England Primary School Name: _____ Date: _____

My BOO letter reflections

I received a BOO letter. These are my reflections from my point of view:



Saxby Church of England Primary School Name: _____ Date: _____

Our Moving Forward Contract

Thumbs Up **Thumbs Down**

Who?	What I will try to do more of	What I will try to do less of
Who?	What I will try to do more of	What I will try to do less of

Signed: _____

Signed: _____

To be reviewed on: _____

Appendix 2 - Procedures following suspected bullying when the 'Moving Forward Contract ' fails to change the situation:

