



# Bartley C of E Junior School

## Anti - Bullying Policy

### Procedure and Guidance

<b>Name of Unit/Premises/Centre/School</b>	Bartley C of E Junior School
<b>Date of Policy Issue/Review</b>	Nov 2024 / to be reviewed Nov 2026
<b>Name of Responsible Manager/ Headteacher</b>	John Bessant – PSHE Lead/Karen Stonehouse (HT & DSL)
<b>Date approved by Governors if statutory:</b>	26.11.2024

# Bartley C of E Junior School



## Anti-Bullying Policy

### **INTRODUCTION**

At Bartley Church of England Junior School we aim to establish a whole school positive culture. We recognise that bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to learning and have serious consequences on mental health. By effectively preventing and tackling bullying, we can create a safe and secure Christian environment, where pupils are able to learn and fulfil their potential.

Each person is considered to be unique and matter in the eyes of God. Our Christian ethos will promote respect for others and their beliefs, and awareness that people are different individuals. Our Anti-Bullying Policy is based upon the Christian values of love, peace, forgiveness, friendship, responsibility, reconciliation, justice and respect.

### **LEGAL REQUIREMENTS**

This policy has been written in the context of our responsibilities under:

- **The Education and Inspections Act 2006**

<https://www.legislation.gov.uk/ukpga/2006/40/section/89>

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents. The school's Positive Behaviour Policy runs alongside the Anti-Bullying Policy and can be found on the school's website.

- **The Equality Act 2010**

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

Section 2.19 of The Equality Act 2010 makes clear that schools need to ensure that all forms of prejudice-motivated bullying are taken seriously and dealt with equally and firmly. As part of our Public Sector Equality Duty, we recognise the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

- **Valuing All God's Children (VAGC) published by the Church of England's Education Office, Summer 2019 (2nd Edition)**

[https://www.churchofengland.org/sites/default/files/2019-07/Valuing%20All%20God%27s%20Children%20July%202019\\_0.pdf](https://www.churchofengland.org/sites/default/files/2019-07/Valuing%20All%20God%27s%20Children%20July%202019_0.pdf)

## LINKS TO OTHER POLICIES

This policy should be read and understood in the context of our Positive Behaviour Policy, Equalities and Diversity policy, Safeguarding and Child Protection policy and our approach to Personal, Social and Health Education.

## SCHOOL STATEMENT ON BULLYING

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

### **The children of Bartley C of E Junior School define bullying as:**

A repeated act of a person or people hurting others physically, verbally, emotionally or online.

## DEFINITION OF BULLYING

We recognise the Church of England's definition of bullying as...

*"Hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed, it harms the perpetrator, the target, the whole school community and its secure and happy environment."*

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying

Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)

- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people

## REPORTING BULLYING

If a pupil feels that they are being bullied, they should notify a trusted adult. This could include a member of staff, their class teacher or parent. Parents should notify their child's class teacher either by telephone or email.

Pupils should report incidents of bullying. This could be by speaking to their trusted adult or anonymously using the class 'Worry Box'.

### Reporting- Roles and Responsibilities

- All staff have a duty to challenge bullying (including HBT bullying and language), report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.
- The Senior Leadership Team and the Headteacher have overall responsibility for ensuring that the Anti-Bullying Policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.
- Parents have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration).
- Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying- they should offer support to the victim and encourage them to report it.

## RESPONDING TO BULLYING

The immediate priority is to stop the bullying, so instances will be dealt with without delay. Parents will be informed. In serious or persistent cases, parents may be asked to come in to a meeting to discuss the problem. It is important for the school to understand the motivation behind the bullying. All attempts will be made to help the bully or bullies change their behaviour.

In accordance with our Positive Behaviour Policy, we will encourage individuals and groups to work together to improve their understanding of what has taken place and jointly agree the best solution moving forwards.

Any incidents will be recorded using CPOMS. This will enable patterns to be identified. Keeping records of bullying incidents will also enable the school to:

- Manage individual cases effectively
- Monitor and evaluate the effectiveness of strategies
- Celebrate the Anti-Bullying work of the school

Consequences for bullying are intended to hold pupils who bully to account for their behaviour and to ensure that they face up to the harm that they have caused and learn from it. They also provide an opportunity for the pupil to put right the harm they have caused. Consequences are detailed in the school's Positive Behaviour Policy and will be applied fairly, consistently and reasonably, taking into account the needs of vulnerable pupils.

We have powers to search included within the Education Act 2011 to tackle cyber-bullying, including, where necessary, deletion of inappropriate images or files on electronic devices, including mobile phones. We use this power under the specific authority of the Headteacher and only where there is good reason to do so.

#### **BULLYING OUTSIDE OF SCHOOL**

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

#### **DEROGATORY LANGUAGE**

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS. Follow up actions and sanctions, if appropriate, will be taken for pupils found using any such language.

#### **PREJUDICE BASED INCIDENTS**

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school (CPOMS), with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

## **STRATEGIES TO PREVENT AND TACKLE BULLYING**

We use a range of measures to prevent and tackle bullying including:

- Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- We hold an annual pupil-friendly Anti-Bullying Week to ensure that all pupils understand what is meant by bullying and know how to report bullying.
- The PSHE programme of study (SCARF, Coram Life Education) includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective Worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- Stereotypes are challenged by staff and pupils across the school.
- Peer-mentoring, pupil-led programmes offer support to all pupils.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups such as our School Council.
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

## **MONITORING AND EVALUATION**

All staff are responsible for reporting behaviour incidents on CPOMS and this includes instances of bullying. The Headteacher is responsible for the implementation of this policy and for reviewing from time to time to evaluate its implementation and impact.

## **CONCLUSION**

All Bartley staff are committed to employing the strategies and procedures outlined in this Anti Bullying Policy. It has been written with reference to and in accordance with the School's Positive Behaviour, SEND, PSHE and Equal Opportunities Policy. It has been written after consultation with all stakeholders.