



# **Sandridge Primary School**

## **Anti-Bullying Policy**

The policy was reviewed and ratified on 30<sup>th</sup> November 2023.

This policy will be reviewed in full on a three yearly basis.

It is due for review in November 2026.

### Anti-bullying Policy

This policy should be read in conjunction with the Equality Plan and the Child Protection and Behaviour policies.

### Bullying

*'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.'*

"Preventing and Tackling Bullying" DfE 2011

Most definitions include the following dimensions:

1. The behaviour is intended to cause distress
2. The behaviour is repeated
3. There is an imbalance of power between the perpetrator of bullying and the target

Bullying behaviour **can** include the following hurtful behaviours

- name-calling, taunting, teasing, mocking and making offensive comments
- offensive, threatening or personalised graffiti or other written material
- excluding people from groups
- gossiping and spreading hurtful or untruthful rumours
- kicking, hitting, pushing
- taking belongings
- cyberbullying – including sending inappropriate, offensive or degrading text messages, emails or instant messages, setting up websites or contributing content to social networking sites that is designed to embarrass or upset individuals or collective exclusion of individuals from social networking sites.

Pupils are bullied for a variety of reasons including:

- ethnic background, religion or culture
- disability, special educational needs or being particularly able, gifted and talented
- sexual orientation
- gender (including sexualised bullying)

- size, appearance or health conditions
- social or economic status
- age/maturity
- home circumstances

It should be noted that not all hurtful behaviour is bullying, but all reported incidents of verbal/physical attack or other hurtful behaviour will be taken seriously and dealt with according to the principles outlined in the school's Behaviour Policy

### **Aims and Objectives**

Through our policy, reporting and everyday practice as a school, we will aim to ensure that:

1. we build and maintain an anti-bullying ethos in our school
2. our opposition to bullying is made clear
3. the reasons for our objections to such behaviour are explained
4. steps are taken to ensure, as far as possible, that such behaviour is not repeated
5. the parents of the offender are informed of the school's policy not to tolerate such behaviour
6. children who have been bullied, and their parents, are supported
7. the nature and response to an incident is made known to other staff
8. we use the curriculum to reinforce the ethos of the school, directly within lessons, assemblies, circle time and as an integral part of our Behaviour Policy
9. we fulfill our legal requirements and statutory duties (see [www.teachernet.gov.uk](http://www.teachernet.gov.uk))

The School will endeavour to ensure that its response to bullying is clearly understood by all members of the school community and that everyone is clear about their role and responsibilities in preventing and responding to bullying.

We aim to have a happy and secure school in which everyone feels welcome and respected

### **Roles and Responsibilities**

#### **Governors**

- Promote the wellbeing and ensure the safeguarding of all pupils in school
- Ensure the school carries out both the letter and the spirit of the legislation and statutory duties, and observes national and local guidance
- Provide leadership to ensure the development, implementation and regular review of the anti-bullying policy

- Ensure that policy and good practice is reflected in the school's anti-bullying practice

### **The Headteacher**

- Build and maintain a school ethos which is welcoming, supportive and inclusive of all pupils, parents/carers and staff
- Promote the wellbeing and ensure the safeguarding of all pupils in school
- Provide support for the governors through the development and implementation of an effective Anti-Bullying Policy
- Ensure the voice of pupils, staff and parents/carers is heard and communicated to governors

The Headteacher will review the impact of the policy annually and will keep a bullying and racist incident record which will be reported to governors on a termly basis.

The Headteacher will report serious bullying and racist incidents to the local authority and ensure evidence of the impact of the Anti-Bullying Policy and practice is reflected in the SEF.

### **Teaching and Support Staff**

- Contribute to building and maintaining a school ethos which is welcoming, supportive and inclusive of all pupils and staff
- Promote the wellbeing and ensure the safeguarding of all pupils in school
- Behave with respect and fairness to all pupils
- Observe and implement the school's Equality Plan, Anti-Bullying and Behaviour policies and keeping relevant records of incidents

### **Pupils**

The school will ensure that the pupils:

- report any incidents of bullying to a member of staff, whether directed at themselves or at somebody else
- take responsibility for personal behaviour and actions and treat one another with respect and kindness
- with the help of staff and parents/carers, create a positive working atmosphere within school where bullying is regarded as unacceptable, difference is celebrated and discrimination is actively challenged
- respond to requests for information, opinions and suggestions to help improve the anti-bullying work of the school

The School will aim to ensure that victims and witnesses of bullying know that it is 'ok to tell' and that they will receive practical help if they do so.

Much of the above will be taught and discussed during assembly and PSHE. Talks with small groups and individuals will also be held, as appropriate. A particular school focus will take part each Autumn during Anti-Bullying Week.

All classrooms will have a 'Worry Box' for children to use should they wish to ask for help and/or report their concerns discreetly.

Anyone who bullies will be made aware of their actions. It will be made clear to them that they are bullying, that their behaviour is unacceptable and that it will not be tolerated. It is recognised, however that some bullies themselves need help and support and that the school has a responsibility to ensure that they receive it.

### **Parents**

Parents, carers and families have an important role to play in helping the school deal with bullying. They should:

- demonstrate positive support for the school's Anti-Bullying and Behaviour policies
- model appropriate behaviour at all times within the school grounds
- report to the school any concerns regarding pupils involved in bullying
- support work undertaken by the school to promote equalities, celebrate difference and challenge discrimination

The school will make these points clear to parents through letters, group meetings and individual meetings with the class teacher / Headteacher.

### **Bullying outside the school's premises**

The school is not directly responsible for bullying off the premises. However, where a pupil tells of bullying off site they could be given strategies to avoid or handle the situation. Their parents will be notified.