



Stukeley  
Federation

# **Anti-Bullying Policy**

**in support of**

**William Stukeley CE Primary School**

**and**

**Deeping St. Nicholas Primary School**

**Policy approved by Full Governing Body: February 2024**

**Policy to be reviewed: February 2027**



The **UNITED NATIONS CONVENTION ON THE RIGHTS OF THE CHILD** states

**Article 19: Governments should ensure that children are properly cared for, and protect them from violence, abuse and neglect by their parents, or anyone else who looks after them.**

The Stukeley Federation conducts a zero tolerance policy on 'bullying'. Children and adults have the right to be protected from the harmful behaviour of others. We advocate as a school community that we have a social responsibility towards the care and well-being of others; this is evident through our school values.

**Article 39: Children who have been neglected or abused should receive special help to restore their self-respect.**

The Stukeley Federation will ensure that every child is supported to enjoy their life within school, and where possible within their homes and communities at all times. If children have a right to be protected from conflict, cruelty, exploitation and neglect, then they also have a responsibility not to bully or harm each other.

## **Bullying - A Definition**

Characterised by an imbalance of power, bullying is the use of aggressive behaviour - physical, verbal or isolating, with the intention of hurting another person. It can be short term or continuous over long periods of time.

Our school is careful in its consideration of incidents of bullying. It is important to us that both children & adults are keenly aware of the difference between bullying and falling out with a friend. Misunderstandings do happen. All parties, those implicated and those resolving are encouraged to remedy as quickly as possible. Bullying occurs when a person/s are deliberately & persistently targeted by others.

## **Introduction**

The school is committed to providing a caring, friendly and safe environment for all of our children, so they can learn in a secure atmosphere, without anxiety. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the minimisation of bullying in our school. If bullying does occur, all pupils should be able to tell, and know that incidents will be dealt with promptly and effectively. All adult members of our school should be vigilant in recognising that bullying is taking place, and deal with it thoroughly and with sensitivity.

## Policy Aims and Objectives

1. To make clear to children, staff, parents and guardians that bullying is unacceptable.
2. To encourage openness in which children, staff and parents act immediately if there is any suspicion of bullying.
3. To provide a clear framework for dealing with incidents of bullying.
4. To educate children in resisting bullying.
5. To support those being bullied and a framework within which those bullying others may recognise and reform their behaviour.
6. In accordance with the school's ethos to instill in all members of the school community a sense of caring and kindness for one another.
7. To ensure that as a result of staff being respectful towards children at all times, children will internalise and model these human encounters and thus treat each other respectfully.
8. To promote that the adults in the children's world do not endeavor to diminish children so that they lose respect amongst their peer group, but rather enhance them so as to continue to develop their self esteem.
9. To promote a transparency in human relationships so that children, by default, are held to account for the feelings they may evoke in others

## Legislation

### Education and Inspections Act 2006 (Section 89)

- Provides that every school 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;
- Gives head teachers the ability to ensure that pupils behave when they are not on school premises or under the lawful control of school staff.

### The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and also covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Schools are now required to comply with the new Equality Duty.

The Duty has three aims. It requires public bodies to have due regard to 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.

The Act also makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment. In England and Wales the Act applies to all maintained and independent schools, including Academies and Free Schools, and maintained and non-maintained special schools.

### **Safeguarding Children and Young People**

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child doing the bullying.

### **Criminal Law**

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed they should seek assistance from the police.

### **Bullying- Examples of Bullying Behaviour**

- 1 Emotional: Being unfriendly, excluding others tormenting, threatening gestures
- 2 Physical: Pushing, kicking, hitting, punching or any use of violence
- 3 Racist: Racial taunts, graffiti
- 4 Sexual: Unwanted physical sexual contact or sexually abusive comments
- 5 Homophobic: Because of, or focussing on the issue of sexuality
- 6 Verbal: Name-calling, sarcasm, spreading rumours, teasing
- 7 Cyber: All areas of internet, such as email, internet chat room misuse, mobile threats by text messaging & calls.
- 8 Misuse of associated technology: i.e. camera and video
- 9 Relationships: gender, family structure.

## **Signs and Symptoms of a Bullied Child**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs, and that they should investigate if a child:

- Is frightened of walking to or from school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Standard of school work falls
- Clothes/possessions damaged
- Possessions damaged which "go missing"
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Comes home hungry (money / lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Eating habits change
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received
- Lack of eye contact
- Becoming short tempered
- Change in attitude to people at home.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility, and should be investigated.

## **Bullying Outside School Premises**

Head teachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The Head Teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed (for further information refer to the Behaviour Policy)

## **The Role of Pupils**

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, through the School Council.

### For children who are being bullied

- If you are being bullied, **tell someone**, preferably a trusted adult
- If you can, write down everything that has been said or done to hurt you. Be careful only to write down things that have really happened.
- Do not blame yourself – it is not your fault.
- Make friends or stay with a crowd.
- If worried, stay near an adult at playtime.
- If walking, walk home with a friend.
- Expensive toys and large sums of money should be left at home.
- Try not to show you are upset.
- Try to ignore it.
- Stay calm – say “No” clearly and walk away to safety. If possible, tell an adult straight away.

### For children who see someone being bullied

- Try to be a friend to the person who is being bullied.
- Ask if they feel they can talk to someone. If they won't talk to someone and you are worried about them, go to a trusted adult.
- Never join in with a bully – physically, verbally or by isolating another child
- If you see anyone being bullied, tell an adult immediately.

### For children who are using bullying behaviour

- Recognise that your behaviour is seen as bullying – physically, verbally, or by isolating; this is wrong and can have a long-lasting effect on others
- Even if you think that bullying is just a laugh, children who are bullied and those who care for them, feel very scared and/or upset.
- If you are angry and upset about something, talk about it with a trusted friend or adult, instead of taking it out on someone else.
- Change your bullying behaviour straightaway and become a 'hero' not a 'baddie.'
- Speak to an adult about your bullying behaviour.

### **The Role of Parents**

Parents have a responsibility to:

- Support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.
- Allow the school to resolve the problem with the bully/ies and their parents. All parents are strongly requested that they do not involve themselves in any investigation to bullying.
- Encourage their child to behave responsibly on entering and leaving the school site. The school strongly urges parents not to incite their child to defend themselves through the use of inappropriate language or behaviour.
- Contact their child's class teacher immediately if they are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying.
- Contact the Head Teacher if they are not satisfied that their concerns have been dealt with appropriately. Parents will be asked to come into a meeting to discuss the problem.
- Follow the school's Complaints Policy, if they remain dissatisfied.
- Ensure that their child arrives and leaves the school site safely.
- Ensure that their child continues to attend school regularly and punctually.

### **The Role of the Teacher and Support Staff**

All staff in our school take all forms of bullying seriously and seek to prevent it from taking place.

The ethos and working philosophy of our school is that all staff actively support children to have respect for each other and for other people's property. Kind and polite behaviour is regularly acknowledged and rewarded. Children are actively involved in the prevention of bullying. The school values are apparent throughout the school and demonstrate our active commitment to anti-bullying practice.

## Preventative Strategies

- School Values: promote a shared climate of trust and respect for all.
- Curriculum: Uses a range of methods to promote anti-bullying practice: drama, role-play, stories etc.,
- Circle time: Used to praise, reward, and celebrate the success of all children, and thus to help create a positive atmosphere.
- Peer Support Systems: Buddies encourage cooperative play and friendships  
School Council monitor anti-bullying systems in school e.g. worry box, surveys.
- Well-Resourced Play Opportunities: All children have equal access to school equipment and play areas.
- Staff Vigilance: Staff to be aware of potential for bullying and have close regard to their own supervision of children.
- Staff Training: All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

## Reactive Strategies

Staff have the responsibility to:

- Investigate and where appropriate, report an act of bullying to the Head Teacher
- Where a member of staff becomes involved in an incident, they will make the appropriate means to support the victim/s and challenge, sanction and support where necessary, the perpetrator/s.
- Where a child is being bullied, and after consultation with the Head Teacher, the parents of all children will be contacted in order to find resolution.
- In more extreme cases, e.g. where these initial discussions with parents have proved ineffective, the Head Teacher may contact external support agencies, e.g. Community Police, Youth Offending, Social Care
- Incidents of bullying are logged on CPOMs

## **The Role of the Head Teacher**

Responsibility to:

- Set the school climate of mutual support and praise for success, so making bullying less likely.
- Implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to identify and deal with incidents of bullying.
- Report to the governing body about the effectiveness of the anti-bullying policy on request.



- Ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. Draws the attention of children to this fact at suitable moments e.g. assembly, collective worship.
- Arrange for all staff to receive sufficient training in order to be equipped to identify and deal with all incidents of bullying.

### **The Role of Governors**

The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately.

Responsibility to:

- Monitor incidents of bullying that do occur and reviews the effectiveness of this policy. Governors analyse information for patterns of people, places or groups. They look out for racist bullying, or bullying directed at children with disabilities or special educational needs.
- Require the Head Teacher to keep accurate records of all incidents of bullying, and to report to the governors on request, about the effectiveness of school anti-bullying strategies.
- Respond to parental dissatisfaction with the way the school has dealt with a bullying incident. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Head Teacher, and asks him/her to conduct an investigation into the case, and to report back to a representative of the governing body.

### **Recording and Monitoring of Bullying Incidences**

An incident file is maintained to record all instances of bullying occurring on, and in the transfer to/from the school site.

At William Stukeley CE Primary School, teachers have access to an electronic recording file (CPOMs) Any adult who witnesses an act of bullying should ensure this is recorded as soon as is practicable, CPOMs will send out notifications to senior staff.

At Deeping St. Nicholas Primary School, adults have access to an incident file. Any adult who witnesses an act of bullying should ensure this is recorded, as soon as is practicable, and pass on to the Head of School, who monitors the file.

### **Resolution of Bullying Incidences**

- The parents of the perpetrator and also the victim, may be questioned about the incident or about their general concerns.
- The bully will be asked to genuinely apologise and make recompense to the victim.
- The bully will be sanctioned but also supported, in response to the incident/s; this will be decided by the school leadership team and shared with the parents involved and the victim.
- In some cases, outside agencies may be requested to support the school or family in dealing with bullying.

- If possible, the pupils will be reconciled.
- After incident/s have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

### **Related Policies**

This Anti-Bullying Policy should be read in conjunction with the following school policies: Behaviour Policy, Care and Control Policy for Positive Handling, E-Safety, Safeguarding Children, Racism, Equality and Diversity, Community Cohesion, Complaints