



## **Cropredy CE Primary School**

### **Anti-Bullying Policy**

#### **Key Contact Personnel**

**Nominated Member of Leadership Staff Responsible for the policy:**

Phil Goldsworthy (Headteacher)

**Designated Safeguarding Lead (s):**

Sandra Lushey (SENDCO)

Phil Goldsworthy (Headteacher)

**Named Governor with lead responsibility:**

Steph Allen

<b>Date of Policy Document</b>	20 <sup>th</sup> July 2023
<b>Date Approved by Full Governing Body</b>	17 <sup>th</sup> October 2023
<b>Circulated to Parents (via School Website)</b>	
<b>Date of Review</b>	September 2024

**This policy will be reviewed at least annually, and following any concerns and/or updates to national/local guidance or procedures**

This policy is based on DfE guidance "[Preventing and Tackling Bullying](#)" July 2017 and supporting documents. It also considers the DfE statutory guidance "[Keeping Children Safe in Education](#)" 2022 and "[Sexual violence and sexual harassment between children in schools and colleges](#)" guidance. The setting has also read Childnet's "[Cyberbullying: Understand, Prevent and Respond: Guidance for Schools](#)".

## **Policy Objectives**

This policy outlines what Cropredy CE Primary School will do to prevent and tackle all forms of bullying. The policy has been adopted with the involvement of the whole school community. Cropredy CE Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

## **Links with Other School Policies and Practices**

This policy links with several school policies, practices and action plans including:

- Behaviour policy
- Complaints policy
- Child Protection policy
- Confidentiality policy
- Acceptable Use Policies (AUP)
- Curriculum policies, such as, RSE/RSHE, PSHE, citizenship and computing
- Online Safety (including mobile and smart technology and social media) policy
- Searching, screening and confiscation policy.

## **Links to Legislation**

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986.

## **Responsibilities**

It is the responsibility of:

- The headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

## Anti-Bullying Policy Statement

**Bullying means that one child is deliberately using his or her power over another child to make them feel bad, unhappy or to lower their self-esteem. At Cropredy CE Primary School we are committed to eradicating bullying in all its forms. We also recognise the detrimental and potentially devastating effect that being the subject of bullying can have on a child's self-worth, performance, attainment, enjoyment of school and future life.**

**It is important that we also recognise that bullying or what is deemed bullying can depend on the way the behaviour is perceived by the target. In other words what one child may perceive as bullying may not be perceived in the same way by another – the individual's feelings about the situation should form part of the judgement when dealing with accusations of bullying. We acknowledge that the nature of bullying is that it is often repetitive and may have occurred over an extended period of time. However, there are certain occasions, where a victim has felt very threatened or frightened by another child, where a 'one-off' incident could be regarded as bullying.**

### **ADDITIONAL GUIDANCE:**

We accept that children do not always get on together and will have likes and dislikes amongst their peers. It is important to encourage children to resolve their own differences in a reasonable and amicable way. When his/her peer group is not treating a child reasonably, then it is appropriate for teachers and supervisory staff to intervene. In some cases the unreasonable behaviour may be deemed bullying.

Bullying arises in all schools on some occasions. Parents should be aware that any complaints about bullying will be taken seriously. We will always follow up a complaint about behaviour that is seen to be bullying. Children should be aware that when bullying occurs it is **RIGHT TO TELL A TEACHER** and that action will be taken to protect the child who is being bullied and to deal with all children involved in bullying.

The school understands that bullying takes many forms which are detailed below. The school also recognises that bullying behaviour often does not fall neatly into one category. Cyber bullying, for example, often crosses the boundary between different categories.

School staff are trained through staff meetings, to spot the signs that children may be the subject of bullying behaviour (e.g. unusual changes in behaviour, becoming very withdrawn, fearful and tearful particularly at certain times of the day – e.g. playtimes / lunchtimes). ***Safeguarding and updates on children is a standing item on weekly staff meeting agendas and an opportunity for all staff to share their concerns about particular children.*** Support staff are given the same opportunity at regular TA meetings. As well as being able to spot the signs that a child is being bullied discussions would typically take place around how to support the victim of bullying. Consideration would also be given to working with the perpetrator to help them understand how to change their behaviour – this would often involve the use of a restorative session between the two parties.

### **What Forms can Bullying Take?**

- Being physically attacked or threatened with a physical attack;
- Being called names in an unkind or discriminatory way including faith-based, racist, sexist, transphobic and homophobic name calling;
- Being bullied or being subjected to name calling on the basis of a Special Educational Need or disability;

- Being the subject of malicious rumours, notes or messages, including those generated online;
- Being consistently excluded from the rest of the peer group;
- Having property deliberately destroyed or hidden;
- Being victimised or intimidated in any way;
- Being the subject of persistent teasing.

BUT it is NOT bullying when two children of approximately the same age have an occasional disagreement or quarrel. Teachers and support staff work hard in PSHE sessions to help the children understand the distinction between these.

## **TYPES OF BULLYING**

### **PREJUDICE RELATED BULLYING:**

At Cropredy CE Primary School we are committed to eradicating prejudice related bullying. Under the Equality Act 2010, the school is required to tackle prejudiced bullying in all its forms and to be mindful of the protected characteristics as laid-out under this law (see below). The school records all incidents of prejudice related bullying in accordance with the Act and Oxfordshire County Council guidelines. The school also understands and fully supports OFSTED's actions to investigate the systems for preventing prejudiced bullying including: homophobic, biphobic and transphobic bullying.

### **PROTECTED CHARACTERISTICS:**

- Age;
- Gender;
- Gender Reassignment;
- Sexuality;
- Pregnancy;
- Race;
- Faith;
- Disability;
- Marriage / Civil Partnership.

### **CYBERBULLYING:**

Cyberbullying is the use of Information & Communications Technology (ICT), particularly mobile phones, iPads, iTouches, other tablet devices and the internet to deliberately upset someone else by sending rude, prejudiced and /or discriminatory messages to another person. It includes messages which are intended to hurt someone's feelings, isolate them from their peer group or lower their self-esteem. Cyber-bullying also includes posting offensive, embarrassing images or messages on social media sites which are designed to embarrass, offend or humiliate another person or group of people.

All staff at Cropredy CE Primary School are responsible for monitoring and responding to issues of E-Safety and cyber bullying. Parents will be made aware of any issues arising and any sanctions which may be imposed. For example, the school holds an annual internet safety meeting for the parents of KS2 children. We also acknowledge our duty of care to children who are subject to cyber-bullying which occurs off-site, particularly when this affects their emotional well-being and achievement or ability to reach their full potential.

As part of our Acceptable User Policy children are encouraged to be aware of the following:

- If they receive a rude or offensive message they must report it to a member of staff immediately. Not to pass on rude or offensive messages. To be aware that what may seem funny to them may not be funny to someone else or indeed could be interpreted as prejudiced or bullying in nature;
- If they see anything offensive or if they feel uncomfortable about anything, they must report it;
- Children are encouraged to consider their 'cyber footprint' when posting messages online and that although they may have been deleted from their personal devices there is always a record of their activity which can be accessed;
- If children are the subject of cyber bullying they are encouraged to keep a record of it for evidence;
- Staff cover the dangers of cyber-bullying through PSHE sessions in the class. It is important that children understand the potential dangers that they may be subject to online and that message they send or post on social media sites such as Facebook, Twitter and Instagram leave a 'cyber-footprint' which can be found at a later date;
- Children are made aware of ways agencies such as CEOP which they can contact if they feel they are being subject of cyber-bullying or inappropriate contact from another user;
- That cyber-bullying often involves prejudice and psychological elements.

## **PHYSICAL BULLYING:**

Physical bullying is any bullying that hurts someone's body or damages their possessions. Stealing, shoving, hitting, spitting, fighting, and destroying property all are types of physical bullying. Physical bullying can also involve the use of rude or offensive hand gestures. Physical bullying is rarely the first form of bullying that a target will experience.

## **VERBAL BULLYING**

Verbal bullying is saying or writing mean, unkind and spiteful things. Verbal bullying includes: teasing, name-calling, inappropriate sexual comments, taunting and threatening to cause harm to the person or to their family.

## **PSYCHOLOGICAL BULLYING**

Of all the forms of bullying psychological bullying may be the hardest to spot in school. Psychological bullying can have long-lasting effects and can go unnoticed for long periods. It involves intimidation but in a more subtle way than other forms of bullying. It may include, although not exclusively, organised campaigns of leaving someone out of social activities or not talking to them, passing notes, excluding children from games, staring or giving dirty looks or organising others to do the same. Children and adults may often find psychological bullying more difficult to identify and gathering evidence of psychological bullying can be difficult.

## **BULLYING OUTSIDE SCHOOL**

Under the Education and Inspections Act 2006, the school recognises its duty of care to safeguard children from the dangers / effects of bullying off-site. Where a child is the subject of bullying behaviour outside school and this is having an impact on the child in school, the Headteacher (or her representative) will take all necessary steps to help resolve the situation which may include contacting parents / carers and the police.

## **HOW ARE CHILDREN TAUGHT ABOUT BULLYING?**

Children are taught about bullying through PSHE sessions. Different forms of bullying and how to spot them, are covered at an age appropriate level in all year groups. The content of the sessions varies according to the age of the children; for example, in Years 5 & 6 children are taught about the potential dangers of social-networking this would be less relevant for children in KS1.

As well as being taught how to recognise and identify the different forms of bullying children are encouraged to understand the difference between what is bullying and what is an occasional argument or disagreement with another child.

Children are taught about what to do if they feel they are being bullied and that it is ALWAYS right to tell an adult if they are worried about bullying. This would also include if they are worried about another child being the subject of bullying behaviour.

As part of the school's anti-bullying work specific issues such as HBT bullying are covered through the use of schemes such as SCARF CORAM. At certain times of year the school increases awareness of specific bullying issues through involvement in national events such as Anti-Bullying Week, Safer Internet Day, Black History Month and International Women's Day.

## **WHAT WILL HAPPEN IF MY CHILD IS BULLIED?**

Once a child who is the victim of bullying behaviour has been identified, sanctions will be enforced in line with our behaviour policy and consistent with the nature of the incident and the impact on the victim. All incidents will be recorded and evidence kept. Bullying will never be tolerated. The following procedures will take place if a child is being bullied:

1. The class teacher will speak to the target of the bullying behaviour and reassure them that the bullying will not be tolerated and the school will do everything in their power to make sure that they are safe and secure.
2. The class teacher will follow up the bullying by talking to the perpetrator and explain to them why the behaviour is wrong and the impact it has had on the victim. This may also include carrying out a restorative justice session between the children uninjured. This gives the victim the opportunity to explain the effect the behaviour has had on them and what they need to feel better and to move forward. The school will work with the perpetrator of the bullying to help them change their behaviour in future.
3. If the situation has been brought to attention of the school by parents or carers of the child then it is incumbent on the school to keep parents involved at all stages of the process. Where it is the school that has identified the bullying behaviour, parents should be informed at the earliest possible convenience. Where the school's approach to dealing with the bullying incident is not deemed to be effective the parents of both parties may be called in to meet face to face to resolve the situation.

**It is vital that parents and carers are kept informed at all stages of the process – this includes giving regular updates on progress to resolving the situation following identification of a case of bullying.**

4. Children who have used bullying behaviour will be sanctioned in line with the school's behaviour policy. Although the school favours positive strategies for managing behaviour, it recognises that in certain circumstances sanctions and appropriate punishment cannot be avoided; these should be proportionate to the severity of the bullying and the impact on the victim of the behaviour.
5. The teacher or member of staff will inform the Headteacher or SENDCO (DSL) and with the agreement of the parent or carer will share details of the bullying with staff as part of the

normal safeguarding updates in staff meetings. This enables all staff to monitor the situation and ensure no further recurrence of the bullying.

6. All incidences of bullying are recorded on the appropriate form (see Appendix 1). A record of these incidents is kept by the Headteacher and held centrally. Prejudice-related incidents are also recorded on an official form (see App.1) this information forms part of the school's annual safeguarding return to the Oxfordshire Safeguarding Children Board (OSCB).
7. Following any incidence of bullying it is important that the Class Teacher and the school continue to monitor the situation very carefully to help ensure that there is no recurrence of the behaviour. Children can also be given an assigned adult / key person on the staff that they know they can turn to for advice and support or if they are worried that they are continuing to be the target of bullying.

**NB – in line with the school's Behaviour Policy additional information on behaviour, which may also include incidents of a bullying nature (but deemed less serious) should be recorded on a behaviour form and kept by the class teacher.**

### **Responding to Bullying Concerns**

The following steps will be taken when dealing with any incidents of bullying reported to the school:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.

The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.

The DSL will be informed of all bullying concerns, especially where there may be safeguarding issues.

The Designated Safeguarding Lead (DSL) or another appropriate member of leadership staff will interview all parties involved.

A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

The school will speak with and inform other staff members, where appropriate.

The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.

Appropriate sanctions and support, for example as identified within the school behaviour policy and child protection policy, will be implemented in consultation with all parties concerned.

If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed, or LCSS/MASH if a child is felt to be at risk of significant harm.

Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated

and responded to in line with this policy, our Online Safety Policy and the school behaviour policy. If required, the DSL will collaborate with DSLs at other settings.

Appendix 1: Form for reporting prejudiced related incidents and bullying or allegations of bullying (see below).

Appendix 2: Student / pupil friendly guidelines for dealing with bullying (available as a separate document & also accessible on the school website – see link below).



## CROPREDY CE PRIMARY SCHOOL CE PRIMARY SCHOOL

### Record for recording prejudice-related incidents and bullying or allegations of bullying:

Please record in sufficient detail to identify exact nature of prejudice or type of bullying in COMMENTS.

#### **Reason for prejudice-related incident / bullying Additional Type:**

(delete as appropriate)

Young carers, looked after children

Appearance of health condition

Race, Religion or Culture

SEN of Disabilities

Sexist or Sexual, incl, Transgender Phobia

Sexual Orientation (Homophobia)

Other (record in comments, below)

Alleged

- |                          |   |                          |
|--------------------------|---|--------------------------|
| <input type="checkbox"/> | Assault                                     | <input type="checkbox"/> |
| <input type="checkbox"/> | Verbal Abuse (pupil / teacher)              | <input type="checkbox"/> |
| <input type="checkbox"/> | Threatened                                  | <input type="checkbox"/> |
| <input type="checkbox"/> | Theft, taking property                      | <input type="checkbox"/> |
| <input type="checkbox"/> | Cyberbullying                               | <input type="checkbox"/> |
| <input type="checkbox"/> | Emotional Bullying                          | <input type="checkbox"/> |
| <input type="checkbox"/> | Excluding                                   | <input type="checkbox"/> |
| <input type="checkbox"/> | Written derogatory comments, incl. graffiti | <input type="checkbox"/> |
|                          | Other (record in comments, below)           | <input type="checkbox"/> |

The categories above put some equality groups together e.g. Race, Religion and culture, so please use the comments box to explain which.

<b>Activity: (lesson where bullying took place, if relevant)</b>	<b>Locality</b>
	Bus <input type="checkbox"/>
	Classroom <input type="checkbox"/>
	Corridor <input type="checkbox"/>
<b>Date of incident / Timescale:</b>	Dining Hall <input type="checkbox"/>
	Playground <input type="checkbox"/>
<b>Time (if appropriate)</b>	To, or from School <input type="checkbox"/>
	Toilet <input type="checkbox"/>
	Outside School Premises <input type="checkbox"/>
	Other (record in comments) <input type="checkbox"/>

**Comments**

<b>Name of Staff Member Recording the Incident:</b>	<b>Unresolved</b> <input type="checkbox"/>
<b>Role in School</b>	<b>Further Intervention Needed</b> <input type="checkbox"/>
<b>Other Staff Involved:</b>	



## Useful Links and Supporting Organisations

The following links may provide additional support to children, staff or families.

Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

Childline: [www.childline.org.uk](http://www.childline.org.uk)

Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)

Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)

MindEd: [www.minded.org.uk](http://www.minded.org.uk)

NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)

PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)

Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)

The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)

Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)

Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)

Young Carers: [www.youngcarers.net](http://www.youngcarers.net)

## Cyberbullying

Childnet: [www.childnet.com](http://www.childnet.com)

Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)

Report Harmful Content: <https://reporthearmfulcontent.com/>

UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)

The UK Council for Internet Safety (UKCIS):

[www.gov.uk/government/organisations/ukcouncil-for-internet-safety](http://www.gov.uk/government/organisations/ukcouncil-for-internet-safety)

DfE 'Cyberbullying: advice for headteachers and school staff':

[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)

DfE 'Advice for parents and carers on cyberbullying':

[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)

## SEND

Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)

Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)

Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: [www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sen-disability](http://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sen-disability)

DfE: SEND code of practice: [www.gov.uk/government/publications/send-code-of-practice-0to-25](http://www.gov.uk/government/publications/send-code-of-practice-0to-25)

## Race, Religion and Nationality

Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)

Kick it Out: [www.kickitout.org](http://www.kickitout.org)

Report it: [www.report-it.org.uk](http://www.report-it.org.uk)

Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)

Tell Mama: [www.tellmamauk.org](http://www.tellmamauk.org)

Educate against Hate: [www.educateagainsthate.com](http://www.educateagainsthate.com)

Show Racism the Red Card: [www.srtrc.org/educational](http://www.srtrc.org/educational)

## LGBTQ+

Barnardo's LGBTQ Hub: [www.barnardos.org.uk/what\\_we\\_do/our\\_work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)

Metro Charity: [www.metrocentreonline.org](http://www.metrocentreonline.org)

EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)

Proud Trust: [www.theproudtrust.org](http://www.theproudtrust.org)

Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)

Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)

## **Sexual Harassment and Sexual Bullying**

NSPCC 'Report Abuse in Education' Helpline: [0800 136 663](tel:0800136663) or [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

Ending Violence Against Women and Girls (EVAW):

[www.endviolenceagainstwomen.org.uk](http://www.endviolenceagainstwomen.org.uk)

Disrespect No Body: [www.gov.uk/government/publications/disrespect-nobody-campaignposters](http://www.gov.uk/government/publications/disrespect-nobody-campaignposters)

Anti-bullying Alliance: Preventing and responding to Sexual Bullying:

[www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying](http://www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying)

Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: [https://anti-](https://anti-bullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-sexist-bullying/investigating-and-respondingsexual)

[bullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-sexist-bullying/investigating-and-respondingsexual](https://anti-bullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-sexist-bullying/investigating-and-respondingsexual)

Childnet Project DeShame (Online Sexual Harassment and Bullying):

[www.childnet.com/our-projects/project-deshame](http://www.childnet.com/our-projects/project-deshame)