

Anti-Bullying Policy

Policy Information

Date of last review:	1.6.26	**Review period:**	Yealy
Date ratified by Local Givernors:		**Policy owner:**	K.Maymand

Reviews/revisions

Review date	Changes made	By whom
1.6.26	Added DfE definition of bullying and a comprehensive overview of bullying behaviours. Added section '5.Links to Legislation and Guidance' Added section '6. Responsibilities' Added section '8. Responding to Bullying' Added section '9. Supporting Pupils' Added section '10. Supporting Adults' Added section '11. Education and Training' Added Appendix 1 - Useful links and supporting organisations	K.Maymand

Princefield First School Anti-Bullying Policy

1.Statement of Intent

The aims and objectives of Princefield First School in formulating this statement are:

- To reduce and eradicate wherever possible instances in which pupils are subjected to bullying in any form
- To establish appropriate means of providing after–care should an incident of bullying occur
- To ensure that all pupils and staff are aware of this policy and fulfil their obligations to it

2.Definition

- Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.
- DfE guidance defines bullying as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally, where there is an imbalance of power between the involved parties” (DfE “Preventing and Tackling Bullying” July 2017).
- Bullying can take place between pupils, between staff and pupils or pupils and staff or between members of staff.
- Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- The same unacceptable behaviours expressed online are sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and Apps, and sending offensive or degrading photos or videos.
- Bullying is recognised by the school as being a form of child-on-child abuse. It can be emotionally abusive and can cause severe and adverse effects on children’s emotional development. Please also see our Child on Child Abuse Policy

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https://www.princefield.staffs.sch.uk/attachments/download.asp?file=226&type=pdf

- A ‘fall out with friends’ is common and is not always bullying.
- All schools in the Academy work individually and together to produce a safe and secure environment for both children and adults.
- Bullying is wrong and will not be tolerated in any of ‘The wider school community’

3.The values and beliefs underlying this Policy are:

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- The school recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimise the risks.
- Both those who are bullied and those who bully will be treated in a supportive manner, whatever their race, gender, age, disability in line with our Equalities Policy - https://www.princefield.staffs.sch.uk/attachments/download.asp?file=5&type=pdf .
- The harmful effect on pupil performance which can be occasioned by bullying is recognised and the school is committed to combating all bullying behaviour.

4.Persons covered by this Policy

All pupils, staff and visitors whether permanently or temporarily on the school roll, will be covered by this policy. The school and Local Education Authority treat bullying among their employees as a potential disciplinary matter.

5.Links to Legislation and Guidance

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

This Policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also considers: DfE statutory guidance “Keeping Children Safe in Education September 2023”; “Sexual Violence and Sexual Harassment between Children in Schools and Colleges” guidance; and “Cyberbullying: Understand, Prevent and Respond: Guidance for Schools”

6. Responsibilities

It is important that everyone recognises the difficulties which may be encountered in ensuring that the purpose and intent of the Anti-Bullying Policy can be effectively

introduced and enforced. In this regard, all staff, pupils, parents and visitors are expected to:

- Report all incidents of bullying
- Act in a respectful and supportive manner to their fellow pupils/staff, reporting any suspected incidents which the victim may be afraid to report
- Adhere to and promote the aims and objectives of this statement
- Refrain at all times from any behaviour would constitute bullying of others

6.1 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, in pupil questionnaires.

We will:

- Ensure that all pupils know how to express worries and anxieties about bullying. • Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Utilise pupil voice in providing pupil-led education and support.
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

6.2 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 community.
- Parents who are concerned that their child might be being bullied, or suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- If they are not satisfied with the response, they should contact the Senior Leadership Team. If they remain dissatisfied, they should contact the Headteacher (see also the School's Complaints Procedure.) We

will:

- Take steps to ensure that parents are aware that the school does not tolerate any form of

bullying.

- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers via the school website
- Work with parents/carers and the local community to address issues beyond the school gates that give rise to bullying
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline
- Ensure all parents/carers are able to access our complaints procedure via the school website and know how to raise concerns in an appropriate manner. Please see our

Parent Code of Conduct Policy -
https://www.princefield.staffs.sch.uk/attachments/download.asp?file=213&type=pdf

6.3 The role of governors

The Governing Board supports the Headteacher in all attempts to eliminate bullying from our school. The Governing Board 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.

The Governing Board monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Headteacher to ensure that accurate records are kept of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask
the Chair of Governors to look into the matter in accordance with the Complaints Procedure.

6.4 The role of the Headteacher

It is the responsibility of the Headteacher to 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.

The Headteacher reports to the Governing Board about the effectiveness of the AntiBullying Policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments.

The Headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. We want our children to feel they are important and belong to a friendly and welcoming school, so that bullying is far less likely to be part of their behaviour.

7. Action to Combat Bullying

Among the activities which the school will establish and maintain in an effort to combat bullying are:

- The range of rewards and sanctions outlined in the school behaviour and discipline policy, including the methods of acknowledging good behaviour
- Pupils other than those immediately involved may be asked to share in the responsibility of resolving a bullying incident and in helping to resolve it
- The school is active in encouraging children to develop strategies through its PSHE scheme of work.

- The establishment of a record through which all major incidents are collated and periodically reviewed and reported in appropriate quarters
- Communication of the Policy in order to ensure that staff, pupils, parents and governors are continually aware of the Policy and also their individual responsibilities
- Examination of preventative measures such as alteration to the school environment, procedures and practises, in an effort to reduce the risks of bullying behaviour occurring
- Staff training to ensure that all responsibilities in respect of this Policy can be delivered in a competent, caring and efficient manner

8. Responding to Bullying

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

- If bullying is suspected or reported, the incident will be investigated and dealt with immediately by the member of staff who has been approached or has witnessed the concern. A member of the Senior Leadership Team (SLT) will then be informed.
- The staff member will record the incident or concern onto CPOMs (our electronic record keeping system).
- Staff will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm. An SLT member will ensure further support or provision is organised, where needed and will involve the victim in any decision making, as appropriate.
- An SLT member, will hold a conversation about the incident with all parties involved.
- The Designated Safeguarding Lead will be informed of all bullying issues where there are safeguarding concerns.
- 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.
- Sanctions, as identified within the School's Behaviour Policy, and support will be implemented in consultation with all parties concerned.
- Where appropriate, the perpetrator may receive additional support from SLT or the SEND team or from an external support agency to encourage him/her to change his/her behaviour in future.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, 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 recorded and parents are informed. Appropriate action will be taken, including providing support and implementing sanctions in school, where appropriate, in accordance with this policy and the school's Behaviour Policy.
- A clear and precise account of decisions made and further action taken, will be recorded on CPOMs.

Bullying may also be identified through the monitoring of behaviour records and CPOMs. If this is the case, it will be investigated and monitored following the above procedures.

9. Supporting Pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the Designated Safeguarding Lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying incident as evidence and discuss how to respond to concerns and build resilience as appropriate. • Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance. • Key adult updating them throughout the process.

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school Behaviour Policy & Procedures; this may include official warnings, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.

Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the police or referrals to relevant LA agencies.

10. Supporting adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the Designated Safeguarding Lead, a senior member of staff and/or the Headteacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' Behaviour Policy or Complaints Procedures.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.

• Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be dealt with by:
• Discussing what happened with a senior member of staff and/or the Headteacher to establish the concern.
• Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official Complaints Procedures.
• If online, requesting that content be removed.
• Instigating disciplinary, civil or legal action as appropriate or required.

11. Education and Training The school community will:

• Train all staff to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
• Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as through displays, assemblies, peer support, the school council, etc.
• Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
• Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week.
• Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.
• Seek to identify pupils at risk of being bullied and ensure they are supported and monitored.

Please also see our Safeguarding Policy https://www.princefield.staffs.sch.uk/attachments/download.asp?file=220&type=pdf and our Positive Behaviour Policy https://www.princefield.staffs.sch.uk/attachments/download.asp?file=156&type=pdf

12. E-Safety

Most of our pupils will use mobile phones and computers at some time. They are a source of fun, entertainment, communication and education. However, we know that some people will use these technologies to harm children. The harm might range from sending hurtful or abusive texts and emails, to enticing children to engage in sexually harmful conversations, webcam photography or face-to-face meetings. The school's esafety policy explains how we try to keep pupils safe in school. Cyber-bullying by pupils, via texts and emails, regardless of when occurred, will be treated as seriously as any other type of bullying and will be managed through our response to bullying procedure.

Please see our Social Networking Policy - https://www.princefield.staffs.sch.uk/attachments/download.asp?file=191&type=pdf

13. Evaluation Procedures

In order to assess the effectiveness of this Policy, the following standards will be used as a means of measuring performance:

- Variations in the number of reported incidents over a given period
- Individual incident returns, including nil returns within given periods of different age groups
- Variations in number of pupil absences as an indicator of bullying

14. Policy Ownership and Responsibilities

This Policy will be considered to be working document. As such, it will be periodically updated and reviewed.

Ultimate responsibility for its introduction and implementation will rest with the Head Teacher, who will consult with the Governing Body. However, it is important to remember that all staff, pupils and parents have an active part to play in the evolution, development and maintenance of this Policy.

Our aim is to provide a learning environment free of any threat or fear which will enable us to support the aspirations, achievement and welfare of everyone in the school community.

Appendix 1

Useful links and supporting organisations

- Anti-Bullying Alliance: https://www.anti-bullyingalliance.org.uk/
- Childline: http://www.childline.org.uk
- Family Lives: http://www.familylives.org.uk
- Kidscape: http://www.kidscape.org.uk
- MindEd: http://www.minded.org.uk
- NSPCC: http://www.nspcc.org.uk
- The BIG Award: http://www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: http://www.pshe-association.org.uk
- Restorative Justice Council: http://www.restorativejustice.org.uk
- The Diana Award: http://www.diana-award.org.uk
- Victim Support: http://www.victimsupport.org.uk
- Young Minds: http://www.youngminds.org.uk
- The Restorative Justice Council: www.restorativejustice.org.uk/restorativepracticeschools
- Show Racism the Red Card: https://www.theredcard.org/

SEND

- Changing Faces: http://www.changingfaces.org.uk
- Mencap: http://www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: http://www.cafamily.org.uk/media/750755/cyberbullying_and_send__module_final.pdf
- DfE: SEND code of practice: https://www.gov.uk/government/publications/send-codeofpractice-0-to-25

Cyberbullying

- Childnet: http://www.childnet.com
- Internet Watch Foundation: http://www.iwf.org.uk
- Think U Know: http://www.thinkuknow.co.uk
- UK Safer Internet Centre: http://www.saferinternet.org.uk • The UK Council for Child Internet Safety (UKCCIS) http://www.gov.uk/government/groups/ukcouncil-for-child-internet-safety-ukccis
- DfE 'Cyberbullying: advice for headteachers and school staff' - http://www.gov.uk/government/publications/preventing-and-tackling-bullying • DfE 'Advice for parents and carers on cyberbullying': http://www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion and nationality
- Anne Frank Trust: http://www.annefrank.org.uk
- Kick it Out: http://www.kickitout.org
- Report it: http://www.report-it.org.uk
- Stop Hate: http://www.stophateuk.org
- Tell Mama: http://www.tellmamauk.org
- Educate against Hate: http://www.educateagainsthate.com

LGBT
- Barnardo's LGBT Hub: http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: http://www.metrocentreonline.org
- EACH: http://www.eachaction.org.uk
- Proud Trust: http://www.theproudtrust.org
- Schools Out: http://www.schools-out.org.uk
- Stonewall: http://www.stonewall.org.uk

Sexual harassment and sexual bullying
- Ending Violence Against Women and Girls (EVAW) - http://www.endviolenceagainstwomen.org.uk
- Disrespect No Body: http://www.gov.uk/government/publications/disrespectnobodycampaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: http://www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexualandgenderrelated/preventing-and-responding-sexual
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: http://www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-andgender-related

Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017) http://www.gov.uk/government/publications/preventing-and-tackling-bullying Keeping Children Safe in Education 2025- https://assets.publishing.service.gov.uk/media/68add931969253904d155860/Keeping_children_safe_in_education_from_1_September_2025.pdf