



Priestsic Primary and Nursery School

Anti-Bullying Policy

At Priestsic Primary and Nursery School, we aim to provide a safe, caring and friendly environment for learning for all our pupils to allow them to improve their life chances and help them maximise their potential through our Priestsic Values of: Kindness, Respect, Resilience, Responsibility, Self-Belief and Independence. We expect pupils to act safely and to feel safe in school and strive to help them understand the issues relating to all forms of safety, such as bullying so that they feel confident to seek support from school should they or others feel unsafe. Within the school ethos and curriculum we teach the values of democracy, rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs. **Bullying of any kind is unacceptable at our school.** If bullying occurs, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Bullying hurts. No one deserves to be a target of bullying. Everyone has a right to be treated with respect.

The school is aware of its legal obligations including the Equalities Act 2010. We are aware of our role within the local community supporting parents/carers and working with other agencies outside the school where appropriate, and we will adopt a contextual approach. We also want parents/carers to feel confident that their children are safe and cared for in school and incidents when they do arise are dealt with promptly and well.

Policy Development

This policy was formulated in consultation with the whole school community with input from:

- Members of staff – through regular staff meetings and training
- Governors – through discussion at Strategic and Full Governing Body meetings, also through Governor monitoring visits
- Parents/Carers – will be encouraged to contribute by taking part in written consultations, online feedback and parent meetings
- Children – pupils contribute to the development of the policy through the school council, circle time discussions and assemblies.
- Nottinghamshire County Council

This policy is available:

- online at www.priestsicprimaryschool.co.uk
- From the school office
- In welcome packs for parents/carers of new pupils
- Child friendly information leaflet is available for children

Roles and Responsibilities

The Headteacher – has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies.

The Headteacher, Mrs Small is the named Anti-Bullying Coordinator and as such their responsibilities are:

- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies

- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour

The nominated governor with the responsibility for Anti-Bullying (Behaviour) is Ms Karen Rimmer.

The Designated Safeguarding Lead in our school is Mrs Palmer, Assistant Headteacher.

Safeguarding is the responsibility of all staff, however all staff, parents and pupils need to be aware of who to report to and how to report any safeguarding concerns.

Aims of this policy

- All governors, teaching and non-teaching staff, pupils and parents/carers should have an understanding of what bullying is
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All pupils and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises
- As a school we take bullying seriously. Pupils and parents/carers should be assured that they will be supported when bullying is reported
- To change the behaviour of the person/people using bullying behaviour
- To encourage witnesses to challenge bullying behaviour

Definition of Bullying

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace. <http://www.anti-bullyingalliance.org.uk/about-us.aspx>

Behaviour often associated with bullying

Baiting

Baiting can be used in bullying both on and offline. It can be used to bully someone to get 'a rise' out of them and it can be used to antagonize those who might be bullying others to get them to bully. Sometimes baiting is used secretly to try and get a person to explode in a rage or react negatively/loudly so that they get in to trouble.

Banter

The dictionary describes banter as: 'the playful and friendly exchange of teasing remarks'. Bullying is often justified as being just banter. It may start as banter, but some types of banter are bullying and need to be addressed as bullying.

Types of Banter

- Friendly banter – there is no intention to hurt and everyone knows its limits
- Ignorant banter – crosses the line with no intention to hurt, will often say sorry
- Malicious banter – done to humiliate a person, often in public

Child on Child Abuse

Priestsic Primary and Nursery School recognises that children are vulnerable to, and capable of abusing their peers or siblings. We take such abuse as seriously as abuse perpetrated by an adult. Child on child abuse is also recognised as a form of bullying and takes a variety of forms:

This can include, but is not limited to:-

- Bullying, including cyber bullying
- Sexual violence and sexual harassment
- Physical abuse
- Sexting
- Initiation/hazing, violence and rituals

Sexual Harassment – the unwanted contact of a sexual nature which can occur on and offline. This behaviour is considered to violate a child's dignity and / or make them feel intimidated, degraded or humiliated and / or create a hostile, offensive or sexual environment.

Any incidents of Peer on Peer Abuse must be reported as bullying incidents and dealt with in a contextual way. Please refer to the school's Peer on Peer policy for more information.

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate
- There is a power imbalance that makes it hard for the victim to defend themselves
- It is usually persistent

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of Hate Crime incidents (racist, homophobic or involving children with disability) or Cyberbullying and Peer on Peer Abuse. If the victim might be in danger then intervention is urgently required, including a safeguarding referral.

What does bullying look like?

Bullying behaviour can be physical, verbal or emotional and includes:-

- physical assault
- taking or damaging belongings
- name calling

- taunting
- mocking
- making offensive comments
- emotional – isolating others, tormenting, hiding equipment or belongings or intimidating
- cyber bullying – inappropriate text messaging and e mailing, sending offensive or degrading images, social exclusion or impersonating and hacking into accounts online using internet enabled devices
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the ‘bystanders’ or ‘accessories’.

Why are children bullied?

Specific types of bullying include:

- Prejudice Related Bullying

Under the Equalities Act 2010 and KCSIE 2022, it is against the law to discriminate against anyone because of:

- Age
- Being or becoming a transsexual person
- Being married or in a civil partnership
- Being pregnant or having a child
- Disability
- Race including colour, nationality, ethnic or national origin including Gypsy, Roma, Travellers
- Religion, belief or lack of religion/belief
- Sex/gender
- Sexual orientation

These are called ‘protected characteristics’.

As part of the requirement on schools to promote fundamental British Values, schools must proactively challenge derogatory and discriminatory language and behaviour including that which is racist, homophobic, biphobic, transphobic and disablist in nature. We will record these types of bullying on CPOMs, even that which represents a one-off incident, and report them to the local authority for monitoring purposes.

Other vulnerable groups include

- Young carers
- Looked after children
- Bullying related to home circumstances
- Bullying related to appearance or health

Although the above do not currently receive protection under the Equality Act 2010, bullying for these reasons is just as serious.

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with

appropriately.

Prejudice related language

Racist, homophobic, bi-phobic, transphobic misogynistic and disablist language includes terms of abuse used towards people because of their race/ethnicity, nationality; because they are lesbian, gay, bisexual, or transsexual, or are perceived to be, or have a parent/carer or sibling who is; because they have a learning or physical disability. Such language is generally used to refer to something or someone as inferior. This may also be used to taunt young people who are different in some way or their friends, family members or their parents/carers.

Dismissing such behaviour as banter is not helpful as it is being used to mean inferior, bad, broken or wrong. We will challenge the use of prejudice related language in our school, even if it appears to be used without any intent. Persistent use of prejudice related language and/or bullying will be dealt with, as with any other forms of bullying.

Where does bullying take place?

Bullying is not confined to the school premises. It also persists outside school, in the local community, on the journey to and from school and may continue into further education. The school acknowledges its responsibilities to support families if bullying occurs off the premises.

Cyberbullying

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims. Cyber bullying can take many forms and bullying online can often start in school and then be progressed online or start online and influence behaviour in school. Whilst most incidents of Cyberbullying occur outside school, we will offer support and guidance to parents and their children who experience online bullying and will treat Cyberbullying the same way as any other forms of bullying. If this is serious and persistent, school will seek advice from Local Authority team.

Cyberbullying can include:-

- Hacking into someone's accounts/sites
- Posting prejudice/hate messages
- Impersonating someone online
- Public posting of images
- Exclusion
- Threats and manipulation
- Stalking

We will ensure that our children are taught safe ways to use the internet (see Online Safety Policy) and encourage positive online behaviour through our Computing and PSHRE curriculum.

Bullying can take place between:

- Children
- Children and staff
- Between staff
- Individuals or groups

Mediation

Mediation is the key to social harmony. Children are encouraged to stop a conflict before it escalates out of control. In order to do this, they must be able to:

- Listen to all sides of a story
- Identify and exchange solutions
- Reach a compromise that is acceptable to all parties.

These vital steps together form a strategy that works for the majority of conflict related incidents. Where the conflict is of a serious nature, however, other measures may be appropriate.

Reporting and Responding to Bullying

Our school has clear systems to report bullying for the whole school community (including staff, parents/carers, children and young people). This includes those who are the victims of bullying or who have witnessed bullying behaviour (bystanders).

All reported incidents will be taken seriously and investigated involving all parties. School staff are aware of and follow the same procedures.

All school stakeholders have a responsibility to report any incidents of bullying they witness.

Procedure

- Report bullying incident to staff who will inform the Headteacher/Deputy Headteachers.
- Teachers will record all incidents that happen in their class on CPOMs.
- All parties involved will be interviewed including target, bully and all others involved.
- Informing parents/carers of all parties involved at an appropriate stage, judged through professional judgement and discussion with senior leadership team colleagues.
- Appropriate disciplinary sanctions will be implemented, in accordance with the school Behaviour Policy.
- Appropriate responses, support and actions will be applied; with referrals to outside agencies where appropriate.
- The message that bullying is unacceptable will be issued; with the understanding that the bullying incidents are stopped immediately.
- Attempts will be made to help the bully change his or her behaviour.
- Being clear that responses may vary to the type of bullying and may involve other agencies where appropriate.
- Follow up – keeping in touch with the person who reported the situation.
- Monitoring by the staff and Headteacher/Deputy Headteachers.
- All bullying incidents will be recorded by the Headteacher/Deputy Headteachers.
- Having a clear complaints' procedure for parents/carers who are not satisfied with the school's actions.
- Liaising with the wider community if the bullying is taking place off the school premises i.e. in the case of cyberbullying or hate crime.

Recording and Evaluating

Bullying incidents will be recorded by the member of staff who deals with the incident, and this will be stored by the Anti-bullying co-ordinator.

The information stored in school will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy. This

information will be discussed by staff in regular staff meetings.

Information will be analysed by SLT through CPOMs and this information will be presented to the full Governing Body as part of the termly Headteacher's report.

The policy will be reviewed and updated every year.

Strategies for preventing bullying

As part of our on-going commitment to the safety and welfare of our pupils, we at Priestsic Primary and Nursery School have developed the following strategies to promote ~~the~~ positive behaviour and discourage bullying behaviour.

- Whole school involvement in Talking Points
- Promotion of British Values throughout school curriculum
- Participation in Safer Internet Day each February
- PSHRE curriculum
- Student voice through School Council
- Involvement in Child-Line Project
- Developing links with local PCSO to offer assemblies/workshops
- Positive relationships and referrals to the school nurse/NIDAS/CAHMS
- Behaviour management strategies shared with all staff, with support from Ashfield SBAP
- Continuous provision at break times and lunch times with six mid-day supervisors providing supervision
- High profile of Headteachers/Deputy Headteachers at beginning of each school day, break and lunch times
- Pupil Voice
- Staff training
- Support for parents/carers through our Family Support worker
- Posters/publicity materials offering support around school

Links with other policies and why

- Behaviour Policy – rewards and sanctions, code of conduct
- Child Protection Policy – safeguarding children
- Online Safety Policy – safe and appropriate use of internet
- Equality Policy – prejudice related crime
- PSHE and Citizenship Policy – strategies to prevent bullying
- Confidentiality Policy – reporting and recording
- Whistle Blowing Policy - reporting
- Use of Mobile Phones in School Policy – appropriate/acceptable use
- Acceptable use ICT in Schools Policy – e safety and Cyberbullying
- Nottinghamshire County Council Employees Code of Conduct – all staffmembers to follow
- Complaints Policy – guidance to make a complaint if families not happy with school's response

Useful Organisations

- The Anti-Bullying Alliance: [Anti-Bullying Alliance](#)

- The Diana Award: [The Diana Award - Anti-Bullying \(diana-award.org.uk\)](http://diana-award.org.uk)
- NottAlone: [Bullying | NottAlone Young People](#)
- NottAlone: [Bullying NottAlone Parents and Carers](#)

Signed by: Headteacher

Chair of Governors.....