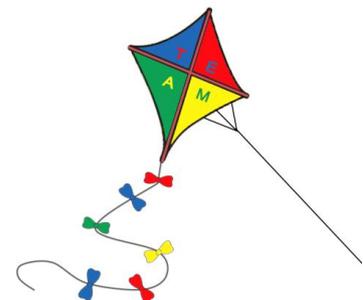


Twyford St Mary's C of E Primary School

Anti-Bullying Policy 2022-25



Rationale:

At Twyford St Mary's C of E we are committed to providing a caring, friendly, and safe learning environment for all of our pupils and thankfully incidences of bullying are very rare. However, bullying of any kind is unacceptable at our school and there can be no justification for this negative behaviour. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Pupils and parents should be assured that as a school we take bullying very seriously and they will be fully supported when bullying is reported. We believe that all members of our school community have the right to feel happy, safe and included. We treat all our pupils and their parents fairly and with consideration and we ask them to do the same towards each other, staff and the school.

Objectives:

- For all stakeholders in our school community (pupils, staff, parents, carers, and governors) to have an understanding of what bullying is.
- To ensure all staff, pupils and parents know what the school policy is on bullying, and that they fulfil their obligations to it.
- To provide a learning environment free from threat or fear, that enables all pupils to achieve their goals.
- To ensure all members of the school community are treated fairly, with respect and dignity.
- To establish means of dealing with bullying and providing support to members of our school community who have been bullied.
- To meet all legal obligations relating to bullying and in accordance with the Church of England's, *Valuing All God's Children* guidance¹.

At Twyford St Mary's C of E Primary School bullying will not be tolerated. We recognise the effects that bullying can have on pupil's feelings of worth and their schoolwork and we, and the school community, actively promote an anti-bullying environment.

What is bullying?

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. In other words, bullying at Twyford St Mary's is considered to be, unacceptable behaviour which occurs lots of times, on purpose. With the children, we talk about STOP – Several Times On Purpose.

¹ https://www.churchofengland.org/sites/default/files/2019-07/Valuing%20All%20God%27s%20Children%20July%202019_0.pdf

Bullying can be short term or continuous over long periods of time. Bullying is distinct from conflict which is part of everyday life. It is not “a one-off fight or argument”, a friend “sometimes being nasty”, an argument or an occasional falling out with a friend.

Bullying is:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against

Specific types of bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Homophobic, biphobic, or transphobic
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of internet, such as e-mail, internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e., camera and video facilities.

Signs and Symptoms:

A child may indicate by signs or behaviours 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
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in schoolwork
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or ‘go missing’
- Asks for money or starts stealing money
- Has unexplained cuts or bruises
- Comes home starving (money/lunch has been stolen)
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is 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

It is important to stress that these signs and behaviours could - and very often do - indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures:

If an incident of bullying is witnessed or reported it is important to report concerns to the class teacher, senior leader, or head teacher.

Be available

Make it known that you are ready to listen.

Provide immediate support

Listen to the child. Ask the bullied child who was involved and how she/he is feeling. Make them feel safe. Use T-E-D to support open questioning (tell me, explain to me, describe to me).

Record

Ensure that the report is recorded; this helps the victim see that it is being taken seriously. Staff members should ensure a detailed and accurate account of all parties involved is recorded on CPOMS.

Respond

Responses must be calm and consistent. Ensure response is non-aggressive and provides a model of positive behaviour. Protect and support all parties while the issues are resolved. Warn those suspected, without blame, that the situation is being investigated. The bully and those who may have colluded should be encouraged to behave in a more acceptable way. Restorative justice question can be used as a positive talk tool.

Follow Up

Monitor the situation and evaluate intervention. Observe behaviour as closely as possible: enlist help of the class teacher, lunchtime supervisors, LSAs etc. Focus on resolving the problem and empowering children to make the right choices whilst understand the seriousness of such behaviour. Contact the parents. Give both the victim and the bully some ELSA time. Sensitivity is needed in dealing with both the victim and the bully if we are to work at changing the bully's behaviour.

More Serious Measures

Where serious or persistent cases of bullying have occurred, parents will be invited into the school to discuss the situation with the Head Teacher or Senior Leaders at the earliest opportunity and a strategy to prevent further bullying will be agreed. In severe cases it may be necessary to invoke the full range of sanctions that are detailed in the school's Behaviour Policy which includes fixed term and permanent exclusion from the school for the child or children responsible for the bullying behaviour.

Prevention

Within Twyford St Mary's C of E Primary School all staff undergo comprehensive training in Safeguarding Children and attend INSET sessions to update their knowledge and discuss current policies and practice. Through

our curriculum we use many opportunities to promote the social, moral, spiritual, and cultural (SMSC) aspects of learning to raise awareness and teach pupils about managing relationships with others. The implementation of this is achieved through:

- E-safety training provided for all pupils and staff during the first half term of the autumn term and for parents, during the spring term
- All staff follow the PSHE topics to promote reflection
- Drama and role play are used across the curriculum to explore issues and dilemmas
- Circle times, P4C and Collective Worship take place regularly to promote discussion and self-esteem and develop positive contributions within school community
- Group discussion
- Whole School Assemblies including from outside agencies (e.g. NSPCC or Christchurch)
- A supportive climate for learning

At Twyford St Mary's C of E Primary School, all staff and stakeholders implement and deliver a clear behaviour policy where we praise positive behaviours and attitudes reflected in our learning and Christian ethical values. Additionally, we have whole school Golden Rules and if these are followed, the children are rewarded with Golden Time. This is a reward activity at the end of the week, chosen by the children at the start of the week. However, they need to ensure they abide by these rules in order to ensure they receive their maximum reward (see Behaviour Policy for further details of Golden Time).

Advice for Parents/Carers:

Any parent contacting the school with a particular concern will always be taken seriously.

If you suspect that your child is being bullied:

- Report your suspicions to your child's class teacher as soon as possible.
- All suspicions of bullying will immediately be investigated.
- All bullying incidents will be reported to the Head Teacher.
- A plan will be put in place to ensure that any bullying is quickly stopped.
- Parents/carers will be informed of the plan and if appropriate asked to come in to discuss the problem.
- The bullying victim(s) will be reassured and counselled throughout the process.
- Support will be given to help the child (or children) responsible for the bullying behaviour to change his or her behaviour.
- In serious cases, fixed term or even permanent exclusion will be considered.
- Reconciliation between both parties will be sought where appropriate.
- An apology will be sought from the child (or children) responsible for the bullying behaviour to victim where appropriate.

After any incidences of bullying have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. Where appropriate, a follow up with additional general anti-bullying awareness messages will be reinforced in class.

On no account should the parent or carer:

- Attempt to sort the problem out yourself by speaking to the child whom you think may be the child (or children) responsible for the bullying behaviour or by speaking to their parents/carers.
- Encourage their child to be 'a bully' back.

If you are concerned that your child may be responsible for the bullying behaviour

- Tell your child your concerns and reassure them any issues they may have can be sorted out.
- Explain that bullying, whether it is physical or verbal, causes pain to others. Let your child know that name-calling, teasing, hitting, pushing, or starting or spreading rumours are wrong and not acceptable behaviour.
- Let your child know that you will help them to change the behaviour and correct the situation.
- Discuss with them what they think needs to happen for any bullying to stop and specifically what they need to do.
- Because they may not know any better, young children especially need to be told that hurting another child in any way is not acceptable.
- After you have thoroughly discussed the matter with your child, arrange to meet with their teacher to discuss your concerns.
- Listen to the teacher's perspective and advice without being judgmental.
- Let the teacher know that you are willing to work with the school to help stop your child from bullying. It's important to tell the teacher if there are any family problems that you might be experiencing.
- Additional counselling may be needed for your child. It will help them learn to behave differently, accept responsibility for their actions and teach them how to develop guilt, as well as learn how to form cohesive relationships.

If you feel that any issues have not been resolved satisfactorily parents/carers should raise their concerns directly to the Headteacher.

Approved by Governing Body - Autumn 2022

Date of next review - Autumn 2025