

Castlefields Primary School



Anti-Bullying Policy

Review date	Summer 2024
Next review date	Summer 2025
Responsibility	Headteacher/ Governors
Document location	Comp 2/Policy Docs

Anti-Bullying Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

This policy takes into account the following documents:

- Preventing and Tackling Bullying Advice for Head Teachers, Staff and Governing Bodies DfE – July 2017
- Guidance for safer working practice for those working with children and young people in education settings – February 2022
- Keeping Children Safe in Education September 2023
- Shropshire Children's Trust (SCT) and Shropshire Safeguarding Children Board (SSCB)
- SSCB Child Protection Procedures 2022
- See also Safeguarding and Single Equality Policy

Castlefields Primary School is committed to the belief that everyone has the right to feel safe, happy and welcome. The school believes all members of the community have the right to achieve their potential without the fear of being bullied. At Castlefields Primary School we work hard to create a culture of mutual respect.

Castlefields School will not discriminate against a pupil, prospective pupil, parent or member of staff by treating them less than favourably because of their:

- gender
- race
- disability
- religion or belief
- sexual orientation
- gender reassignment
- pregnancy or maternity

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to stand up for themselves.

Bullying can be between peers (child-on-child abuse); or between an adult and a child.

Forms of bullying include:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (teasing, spreading rumours, excluding someone from social groups)
- Emotional (isolating others, threatening, teasing, humiliating)
- Sexual (unwanted physical contact, abusive comments, manipulation)
- Cyber bullying including sexting (by email, text or on social networking sites)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy. There is no hierarchy of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately. This is the case even where incidents occur outside the school premises (The Education Act 2010 gives head-teachers the power to discipline pupils even where incidents of bad behaviour take place outside school premises and when the pupils are beyond the lawful control of school staff).

Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

Schools

The following steps may be taken when dealing with incidents:

- School staff will report any incidents on CPOMS which alerts the Senior Leader Team
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be reported on CPOMS
- When necessary a member of the Senior Leader Team will interview all concerned and will record the incident on CPOMS
- Class teachers will be kept informed through a CPOMS alert
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned.
- The school will inform the Local Authority and the Trust Board of any hate or prejudice related incident as part of the school's Public Sector Equality Duty under the Equality Act 2010 and in support of the Shropshire Tackling Hate Crime Initiative; a report form is available through the Shropshire Learning Gateway
- The Headteacher will report the number of incidences of bullying and hate crime to school governors in the Headteacher's termly report.

Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence
- Whole class circle time around the issue

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing what needs to change
- Informing parents or guardians

Bullying Prevention

Preventing and raising awareness of bullying is essential in order for incidents to be kept to a minimum. Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE lessons, assemblies (especially in Anti-Bullying Week in November) and subject areas, as appropriate. Pupils are given opportunities to discuss and describe what bullying is, and what we would not describe bullying to be.

E-safety is an important part of the curriculum at Castlefields. Children are taught to tell an adult about their concerns.

Behaviour and Character Education

Castlefields Primary School develops good habits of pupils through our Character Education work. The specific character values promoted at Castlefields School are:

Teamwork

We work together.

We are friendly and we support each other.

We allow others to join in.

Empathy

We are kind to each other.

We understand the feelings of others.

We think about the way other people may be feeling.

We try to see the world through someone else's eyes.

We understand other people may see or feel things differently to us.

Respect

We know we are all different.

We treat everyone with dignity and kindness.

We are kind, polite and show good manners.

We act with the needs, feelings and rights of others in mind.

Ambition

We are proud of our achievements.

We have the desire and want to do well.

We are determined and we work hard to achieve success.

Resilience

We never give up.

We recover quickly from difficulties.

We find strength to keep going, even when things are hard.

Independence

We have courage in ourselves.

We have our own thoughts and feelings.

We do not rely on others to do things for us.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.