

Statutory

Anti Bullying Policy

Purley CofE Primary School

Date of policy: April 2024

Review Cycle: Annually

Reviewed By: Ethos and Wellbeing Committee

Last Reviewed: Autumn 2025

Approved By: FGB

Next review date: Autumn 2026

Learn to love, love to learn



'Let all that you do be done with love', 1 Corinthians 16:14

Anti-bullying Policy 2025

At Purley CE Primary School we are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school and this policy refers to all members of our school community (pupils, staff, parents/ carers and governors). If bullying does occur, all pupils/ adults should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff. This policy links to the following policies: Behaviour, Safeguarding, Equality and Acceptable Use of ICT

We aim to:

- Work together with all members of the school community to raise awareness and ensure that all children and adults within school have a shared understanding of what bullying is and how to prevent it
- Minimise all forms of bullying
- Equip children with strategies to deal with bullying (whichever role they may play in bullying situations)
- Communicate clearly to children and parents the school's response to bullying
- Continually work to provide and maintain a safe environment for our children, where they feel secure, confident and happy

What is bullying?

Bullying is repeated behaviour by a group or individual that intentionally hurts another individual or group, either physically or emotionally. Bullying is **not** isolated incidents or having a single argument with someone. Bullying goes on deliberately over a period of time. We use the acronym 'STOP'- Several Times On Purpose – with our pupils to help frame this idea.

Bullying can be physical, verbal or emotional. It includes behaviours such as:

- name-calling, ridiculing
- making negative comments (verbal or written) or gestures about gender, culture, religion, sexuality or a disability or illness
- spreading rumours
- excluding someone
- hitting, kicking, pushing, any other form of violence
- taking or hiding possessions or money making threats
- cyberbullying e.g. sending hurtful e-mails or texts, spreading rumours through social networking sites
- Our school definition of bullying has been developed to be as child-friendly as possible, based on the following nationally recognised definitions from government guidance:

'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally' (*Safe to Learn: Embedding Anti-bullying Work in Schools*).

'Bullying means that one child is deliberately (usually) using his or her power over another to make them feel bad. Bullying is not having a single argument or fight with someone. It isn't saying something bad to someone once when you are angry. Bullying goes on deliberately (on purpose) over a period of time.' (*Social Emotional Aspects of Learning*).

This policy also extends to bullying outside of school hours and off school premises– e.g. journeys to and from school, breakfast club, after school clubs and cyberbullying. The Education and Inspections Act 2006 gives the headteacher the power 'to such an extent as is reasonable to regulate the behaviour of pupils when they are off school site'.

Forms of bullying

People are bullied for a variety of reasons. Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber-bullying

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, arguments or when the occasional trick or joke is played on someone. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. An important part of children's development is learning how to deal with friendship breakdowns or childish pranks. As children develop, and through the guidance provided by supportive adults, they learn how to deal with these situations and develop social skills to repair relationships.

Key Principles of this Policy

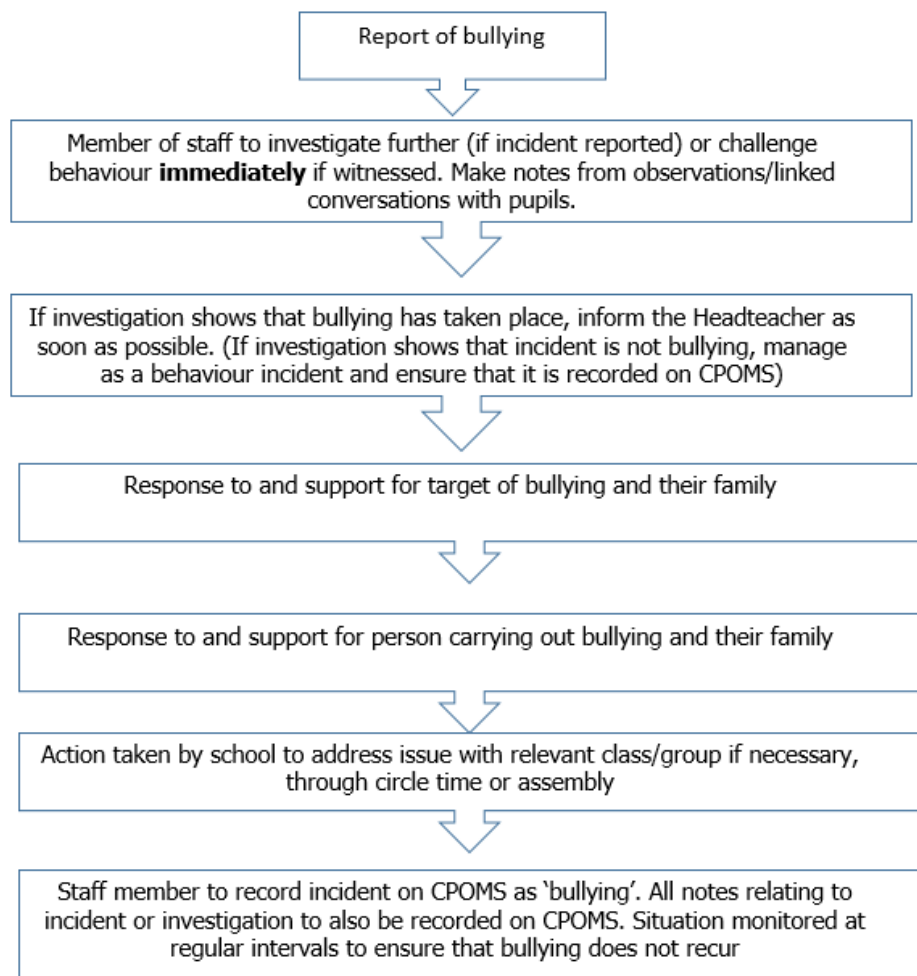
- All allegations of bullying will be carefully investigated
- Pupils, parents and staff be encouraged to talk openly about the issue;
- As part of the curriculum, greater understanding of bullying in all its forms will be developed
- Children will be taught strategies to help them deal with bullying situations which they may encounter
- Staff will respond calmly and consistently to allegations or incidents of bullying
- The school aims to protect and support all parties during school / extra-curricular time and on school premises whilst issues are resolved
- Staff will provide good role models for pupils in their everyday work with colleagues and pupils

Whole School Strategies to Minimise Bullying

- 1) Regular sharing and discussion of whole school values – through assemblies, displays, circle times etc.
- 2) Whole class and small group PSHE work, with emphasis on role play, will support this policy.
- 3) Teaching about difference through the 'No Outsiders' ['All different, all welcome'] initiative
- 4) There will be regular teacher-class discussion, e.g. during circle time, dealing with friendship or playtime issues.
- 5) Cyberbullying and Internet safety will be covered through the Computing curriculum and re-emphasised regularly with pupils.
- 6) Peer support will be strongly emphasised : children will be taught how to effectively support a bullied child and how to resist "joining in" with bullying
- 7) Positive playground provision such as structured games and/or lunchtime clubs.
- 8) Assemblies will be used to reinforce this policy and key messages.
- 9) Making national anti-bullying week a high-profile event each year through assemblies and linked in-class sessions

Any member of the school community witnessing bullying or who is aware bullying is happening is encouraged to TELL immediately.

Dealing with Bullying



Further guidance for staff in dealing with reports of bullying:

1. Find a suitable quiet place to talk – if not practical immediately, then arrange a time to speak to the child at the earliest possible opportunity.
2. Listen carefully; acknowledge the problem and assure them that it will be taken seriously
3. Listen and make notes. Questions to ask may include:
 - What happened?
 - Where and when did it happen?
 - Who was involved? Was anyone else nearby?
 - How often did it happen?
 - Has it happened before?
 - Does anyone else know?
4. Ask and listen to the child or adult's preferred course of action, but do not promise to keep secrets.
5. Speak to the person accused of bullying behaviour and make notes. If necessary, interview further people/ collect evidence to establish whether or not bullying has taken place.
6. Once an incident of bullying has been established, inform the Headteacher as soon as possible

Response to the person doing the bullying:

- Make it clear that they too will be given support.
- Explain why what he/she is doing is unacceptable and makes other people unhappy, with reference to the school values.
- Repair and consequences decided and implemented. (see below for examples of consequences)
- Meet with parent/ carer to explain what has happened, consequences and next steps.
- Inform all relevant staff who work with the child.
- Plan appropriate programme of support to ensure child reflects on behaviour and develops their social and emotional skills.
- Continue to monitor the child's behaviour to ensure repeat bullying does not take place.

Response to the child who has been bullied:

- Take immediate steps to ensure child is safe
 - Meet with parent/carer
 - Plan programme of support to re-build self-esteem, resilience etc. and help child to develop strategies for the future to reduce risk
 - Inform all relevant staff
7. As a staff we will support each other when a case of bullying is reported in school, however it is primarily the responsibility of the Class teacher to investigate any reports of bullying. All reports of bullying must then be reported to the Headteacher who will become involved with serious incidents.
 8. Ensure a written record of conversations and outcomes are recorded on CPOMS.
 9. In all cases of established bullying, the parents of both the child carrying out the bullying and the child being bullied will be informed and will be invited to come into school for a meeting to discuss the issue and the way forward.

Bullying incidents will be discussed regularly at staff meetings and staff kept informed. The Headteacher will report to Governors termly on serious bullying incidents as part of the Headteacher's report to governors. All racist incidents will be reported to governors.

Consequences used will be in line with our Mental Health and Behaviour Policy

Staff

Concerns regarding bullying against staff should be reported to the headteacher, unless the headteacher is involved, in which case the chair of governors should be contacted. If parents/ pupils are involved, then further advice and guidance from the Local Authority will be sought.

Parents

Purley CE Primary School is firmly committed to working in partnership with parents and believes that the best outcomes emerge when we work together. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

If a parent wishes to report or make enquiries regarding incidents of bullying behaviour which they might suspect or which have come to their attention through their children or through other parents, they should approach and inform the child's class teacher as soon as possible. It is important for parents to encourage children to talk to adults in school and report incidents straight away.

How can parents help?

- Don't panic: try to keep an open mind and do not jump to conclusions.
- Provide a calm place at home to talk, listen and reassure them that talking is the right thing to do.
- Assure them that you and other adults are there to support them.
- Discuss the situation with your child's class teacher as soon as possible— school staff may not yet be aware of any problems.
- Find out what your child wants to happen: help them make good choices.

What not to do:

- Take action before you know what is going on
- Let your anger/ fear get in the way of an open discussion
- Assume that school staff are aware of the situation

Monitoring

Incidents of bullying will be monitored by the headteacher termly. This policy will be reviewed annually taking into account the views of pupils, staff parents and governors.

Further sources of information

Act Against Bullying 0845 230 2560 www.actagainstbullying.com

Anti-Bullying Alliance (ABA) 0207 843 1901 www.anti-bullyingalliance.org.uk

Anti-bullying Network 0131 651 6103 www.antibullying.net

Bullying Online 020 7378 1446 www.bullying.co.uk

Childline 0800 1111 (helpline for children) www.childline.org.uk

Kidscape 020 7730 3300 (general enquiry number) 08451 205 204 (helpline for adults only) www.kidscape.org.uk

NSPCC 0207 825 2500 www.nspcc.org.uk

Parentline Plus 0808 800 2222 www.parentlineplus.org.uk

Appendix 1

Anti-bullying definitions for pupils by pupils

Following discussions with pupils during Anti-Bullying Week 2023, the pupils generated and discussed the following definitions of bullying:

Foundation Stage. "A bully is someone who makes us sad and scared every day. Make friends not bullies."

Key Stage One. "Bullying is hurting another person on purpose more than once...You can be a good friend by being kind in what you say and do."

Key Stage Two. "Bullying is when a person or group of people physically or verbally mistreats or hurts others (including through any form of social media) which is deliberately repeated over time. We described this as 'repetitive meanness'"

Appendix 2

Anti-Bullying information by pupils for pupils