



Anti-Bullying Policy

Last updated:	Oct 2023
Approved by Governors:	13.12.23
Review cycle:	3 Years unless changes to school context or legislative changes
Review date:	12.12.26

1. Introduction

At High Ash C.E School we aim to provide an environment underpinned by our vision of letting our light shine on others and following the PROUD principles.

We know that even in the best of schools, bullying can occur and our approach is based on a two- fold approach:

1. Educating the children to be respectful, kind and caring individuals who follow the PROUD Principles and the teachings of our school parable, 'The Good Samaritan'
2. Creating an environment that encourages the children to report concerns to us so we can take swift and appropriate action to stop it

2. Objectives

High Ash CE School Anti-Bullying Policy outlines what we will do to prevent and tackle bullying.

Our anti-bullying policy aims to:

- Promote respect and tolerance for each other, including and engaging with everyone's perception of bullying
- Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning
- Clarify for pupils and staff what bullying is and that it is always unacceptable
- Explain to staff, pupils and the whole school community why bullying occurs and it's impact on individuals and the school as a whole
- To have in place an anti-bullying support system based on reconciliation and forgiveness, that all staff and pupils understand and to apply the system consistently

Our school community

- Will discuss, monitor and review our anti-bullying policy on a regular basis
- Will support staff to promote positive relationships and identify and tackle bullying appropriately
- Will ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy
- Will report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy

3. Definition of bullying

The repetitive or persistent intentional hurting of one person by another, where the relationship involves an imbalance of power.

Whilst there is no legal definition of bullying, At High Ash CE we define bullying as outlined by the DFE in the following way:

Behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats

- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

4. Types of bullying

Bullying often results from prejudices and stereotyping. Vulnerable and minority groups who are seen to be 'different' are often bullied, however people may be targeted for no reason at all.

Bullying can happen to anyone. This policy covers all types of bullying including:

- Race, religion or culture
- Special educational needs
- Appearance or health conditions
- Sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

High Ash CE School is aware that it is possible that the bully may be an adult and will impose appropriate sanctions and if necessary follow safeguarding procedures where this is the case.

5. Preventing and responding to bullying

What we do to prevent bullying

We will:

- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, through information and displays, through peer support and through the student council
- Train all staff to identify bullying and follow school policy and procedures on bullying
- Continue to raise awareness of anti-bullying messages

Encouragement to tell

We actively encourage anyone who is being bullied, or others who know about it, to feel that they will be listened to, and that action will be swiftly taken which is sensitive to their needs. Disclosure (telling an adult/peer) can be direct and open or indirect and anonymous. **Feeling Boxes** are available for indirect/anonymous disclosure. Everyone must realise that not telling someone means that the bullying is likely to continue.

Roles

Staff

We expect staff to:

- Provide children with a framework of behaviour including class rules which supports the whole school policy
- Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good tone and help create a positive atmosphere
- Offer support to pupils who have been bullied and/or report bullying and take all concerns seriously
- Work with pupils who have been bullying in order to address the problems they have
- Provide pupils with a good role models
- Raise awareness of bullying through stories, role-play, discussion, peer support, pupil/student council, PSCE, RE and Citizenship
- Through the Headteacher, keep the Governing Body well informed regarding issues concerning behaviour management
- Regularly canvas views on the extent and nature of bullying
- Ensure pupils know how to express worries and anxieties about bullying
- Ensure 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
- Provide information for parents/carers/pupils which explain arrangements for reporting bullying and how incidents will be recorded and investigated

Parents/Carers

We expect that parents/carers will:

- Understand and engage with everything that is being done to make sure children are safe and enjoy school.

We will ensure parents/carers:

- Know who to contact if they are worried about bullying including our complaints procedure
- Feel confident that everything is being done to make sure their child/children is/are happy and feel safe at school
- Are informed about and fully involved in all aspects of their child's behaviour

We will work with parents/carers to address issues beyond the school gates that give rise to bullying.

Governors

We expect that Governors will:

- Support the Headteacher and the staff in the implementation of this policy
- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy

6. Tackling bullying

Recording

If there is a bullying concern, then this will be recorded on a white incident form and flagged to the class teacher and then the Head Teacher. The Headteacher will then investigate the incident and contextual information. If bullying is found to have occurred or be occurring then the Headteacher will arrange meetings with parents of

the alleged perpetrator and the victim to resolve the issue and address appropriate sanctions according to the nature of the issue.

Dealing with an incident

Bullying incidents discovered at High Ash CE School will be taken seriously and support will be provided for the victim and perpetrator.

We will support all involved by:

- Talking through the incident with the victim and perpetrator
- Helping the victim and perpetrator to express their feelings
- Talking about which rule(s) has/have been broken
- Discussing strategies for making amends within our Christian ethos of reconciliation and forgiveness following a restorative approach where possible.
- Setting up a monitoring system to ensure the matter stays resolved/does not reoccur or can be quickly identified should it re-occur.

Sanctions will follow those outlined in the Behaviour Policy and which are deemed appropriate for the bullying incident. Parents/carers (of both the victim and bully) will be informed of what has happened, and the action taken.

7. Links with other school policies and practices

This policy links with a number of other school policies, practices and action plans including:

- PSHE Policy
- Behaviour Policy
- Equal Opportunities Policy/Equalities and Cohesion
- SEND Policy

Policy monitoring and review

We will formally review this policy every year as well as if incidents occur that suggest the need for review.

Appendix 1 Parents Leaflet

High Ash Guide for Parents: Bullying



Definition of bullying:

It is the wilful, conscious desire to hurt, threaten or frighten someone repeatedly by an individual or groups.

Bullying may include:

- Physical Attack: Unwanted physical contact, kicking, punching, pinching, pushing, hitting etc.
- Words: Teasing and name calling, making fun of physical differences e.g. Fat/thin, tall/short etc.
- Rumours: Interfering with friendships, isolation of individuals, spreading nasty rumours
- Threatening: taking money, items, or threaten physical attack
- Annoying: continually annoying and causing discomfort and frustration
- Racist: Being unkind about race, colour or religion

If you are concerned about bullying:

At High Ash C.E School we have clear expectations of good and friendly behaviour and we see bullying in a serious light. We also want to ensure that parents and carers and children are able to communicate their concerns with the school.

- Carefully listen to the child's account of the nature of the incident/s
- Acknowledge a child's fears and experiences. Open communication helps to accurately establish the nature of the concern and also if the situation changes or improves with time.
- Speak to the **Class Teacher** who will make thorough enquiries and address the situation.
- Follow up with the Class Teacher and the child to find out about improvements and changes to the situation.
- Please continue to tell your class teacher if you feel that the situation has improved, worsened or remained unchanged. This will allow measures to
- be adjusted in order to resolve the matter.
- Should you not be entirely satisfied with the situation it would be possible to arrange a meeting with the School Head (or a senior staff member in their absence) who will further address the situation.

Never bully back, keep the communication open with the Class Teacher in working towards a solution.

Maintaining a friendly and safe environment for our children:

We all play a very important role in ensuring that High Ash continues to provide a safe, caring and friendly environment for our children, allowing children to concentrate on and flourish in their education.

Your help is vital. Please help us by:

- Preparing young children about acceptable friendly behaviour and the negative effects of bullying
- Encouraging children to identify and report bullying that they either experience or see

- Encouraging children to speak to yourselves and staff about their concerns, fears and experiences so that behaviour can be corrected very quickly

Resources:

Some useful websites that provide information on Bullying:

- www.anti-bullyingalliance.org.uk - Provides Help and advice for Parents, Carers, Children, Young People and Practitioners
- www.kidscape.org.uk - Provides advice, downloadable resources, assertiveness training for children
- www.childline.org.uk - get help and advice about bullying issues, talk to a counsellor online.
- www.bullyfreezone.co.uk – the project aims to raise awareness of alternative ways of resolving conflict and reducing bullying.
- www.parentlineplus.org.uk – a national charity providing help and support to anyone caring for children
- www.nspcc.co.uk – to make you more aware of the dangers children face, plus handy hints to help you to brush up your parenting skills. Go to [Help and Advice, Parents and Carers](#)
- www.stopbullyingnow.hrsa.gov - Bullying Information, Resources, and Prevention Tips. Whether you have been bullied, witnessed bullying, or bullied someone else

Appendix 2 Children's Leaflet

See separate leaflet

Anti-Bullying Statement

WE WILL NOT ALLOW BULLYING IN OUR SCHOOL.

Bullying can happen in different ways:

- PHYSICAL ATTACK – for example kicking, punching or slapping.
- WORDS – Someone saying nasty things to you. Teasing and name calling.
- THREATENING – to take money or belongings from you or to hurt you.
- RUMOURS – someone spreading nasty rumours about you.
- ANNOYING – someone continually annoying you.
- RACIST – someone being nasty about your race or religion.
- RUDE – someone being rude to you because of how you are for example fat/thin, tall/short.

IF YOU ARE BEING BULLIED - **TELL SOMEONE.**

TELL YOUR TEACHER OR ANY OTHER MEMBER OF STAFF YOU FEEL YOU CAN
TALK TO.

REMEMBER WE ARE HERE TO HELP YOU.

WE WILL NOT LET YOU BE BULLIED BY ANOTHER CHILD IN THIS SCHOOL