



BOTLEY C of E (Controlled) PRIMARY SCHOOL **ANTI-BULLYING POLICY**

This policy should be read in conjunction with the Behaviour Policy, the E-Safety Policy and Equal Opportunities Policy.

Bullying will not be tolerated or accepted at Botley C of E Primary School. If it occurs it will be dealt with robustly and effectively.

1.0 AIM:

The aim of the Anti-Bullying policy at Botley Primary School is to:

- 1.1 raise awareness about the impact of bullying behaviour
- 1.2 challenge attitudes about bullying behaviour
- 1.3 increase understanding for bullied pupils
- 1.4 help build an anti-bullying ethos in the School
- 1.5 minimise incidents of bullying

2.0 DEFINITION OF BULLYING:

It is important that there is a clearly understood definition of bullying by everyone within the school community and it is important that this is communicated by the school. One off incidents of poor, aggressive, argumentative or abusive behaviour do not constitute bullying. Although such occurrences will be dealt with they will not be dealt with as an incident of bullying. The children are taught the acronym STOP (Several Times On Purpose) and the school will work hard in ordered to develop children's understanding of what constitutes bullying.

Bullying:-

- 2.1 is deliberately hurtful behaviour
- 2.2 is repeated over a period of time
- 2.3 makes it difficult for those being bullied to defend themselves

There are four main types of bullying:-

- 2.4 **physical** – hitting, kicking, taking belongings
- 2.5 **verbal** – name-calling, insulting, racist remarks
- 2.6 **indirect** – spreading hurtful rumours about someone, excluding someone from social groups or activities
- 2.7 **electronic** – known as “cyber bullying”; for example via mobile phones, text messages, phone calls and computers (e.g. e-mails, websites, apps, chatrooms)

Bullying in School matters because: -

- 2.8 bullying makes people unhappy
- 2.9 pupils who are being bullied are unlikely to concentrate fully on their learning
- 2.10 some pupils may avoid being bullied by not going to School
- 2.11 all pupils should view school as a safe, secure environment that they look forward to going into every day
- 2.12 pupils who observe unchallenged bullying behaviour are likely to copy this anti-social behaviour
- 2.13 schools which do take action against bullying build a reputation as an effective caring School

- 2.14 Bullying can ‘force’ children into activities that they are uncomfortable with, including those which could be deemed as ‘radicalisation’.

3.0 IDENTIFICATION OF BULLYING OVER TIME

- 3.1 in order that incidents of bullying are identified through the recognition of patterns of behaviour, staff should be aware of repeated incidents of upset caused by a specific child and identify this concern with the Headteacher.
- 3.2 concerns should always be logged on CPoms.
- 3.3 repeated incidents should also be identified to new class teachers by old class teachers during handover in order that patterns can continue to be monitored from year to year.

4.0 PRINCIPLES FOR THE MANAGEMENT OF INCIDENTS:

- 4.1 a secure environment should be provided in which incidents can be reported confidentially and the pupil who has been bullied should be made to feel safe
- 4.2 all pupils should be shown that bullying is taken seriously
- 4.3 teachers should respond calmly and consistently to incidents of bullying
- 4.4 the school should protect and support all parties while the issues are being resolved
- 4.5 the expected standard of behaviour will be made clear to the person who has done the bullying and those who may have colluded, and they will be encouraged to behave in a more acceptable way
- 4.6 all identified incidents should be recorded on a Bullying record form. These can be found using the following pathway: TeachersPool>Admin>Bullying. The form should be completed and saved onto CPoms.
- 4.7 all parental and child concerns about bullying should be recorded on the concerns record form. . These can be found using the following pathway: TeachersPool>Admin>Bullying. The form should be completed and saved onto CPoms.
- 4.8 interventions should be monitored and followed up appropriately at the individual, group or whole school level.
- 4.9 all incidents of bullying should be reported to and discussed with the Headteacher.

5.0 IMPLEMENTATIONS:

- 5.1 all children should be able to name a member of staff that they would feel confident talking to if they were having issues, including suffering from bullying, at school a ‘Bully Box’ – for confidential anonymous or signed notes from children who are being bullied is set up outside the Headteacher’s office
- 5.2 the “Bully Box’ will be checked regularly by the Senior Learning Support Assistant – any letters will be shown to class teachers and Headteacher then filed in the Bullying File, kept in the Headteacher’s office
- 5.3 class teachers should report on a concern form any bullying concerns mentioned to them by parents or children and this should include action taken and date discussed again with parents. These can be found using the following pathway: TeachersPool>Admin>Bullying. The form should be completed and saved onto CPoms.
- 5.4 the Headteacher will be kept aware of any incidents of bullying and will meet with children and parents as necessary.

- 5.5 minor incidents may be dealt with by a reprimand or problem-solving approach.
- 5.6 It is important to acknowledge that there is a problem after a second deliberate incident, contact should be made with the parents and records of who was involved, where and when the incident happened, what happened, what action was taken and how it was followed up must be kept and should involve teaching and all support staff; records will be kept and uploaded onto CPoms. They will be retained whilst the child remains at the school.
- 5.7 the no blame approach will be encouraged.
- 5.8 worship will address bullying at least once each academic year
- 5.9 bullying and its implication is included with the PSHE curriculum and will be covered in class Circle Time as appropriate.
- 5.10 the Fundamental British Values will be promoted throughout the curriculum as a way of giving children the understanding and confidence to debate topical/controversial issues
- 5.11 any meetings with the Headteacher in which parents raise a concern about bullying will be written up on a Parental Concern Form and uploaded onto CPOMs.
- 5.12 If necessary either the bully or the victim will be referred for further support, within school or externally.
- 5.13 The school's approach to bullying should be shared with parents.

The basic steps in the no blame approach are:-

- the teacher meets the victim first and finds out what has happened
- A meeting is set up with everyone involved including the bullied pupil, the bully and the colluders and bystanders. They are told how the victim is feeling
- each pupil is asked how the behaviour has affected the victim
- the group is given the responsibility to sort the situation out with adult support
- each pupil suggests a way in which they will change their own behaviour in the future
- after about a week each member of the group is seen individually to review the situation

The overarching aims of this Policy have been reviewed and agreed by the School's Governing Body.



Signed:
Chair of the Whole Governing Body

Date: 19.1.22

Date of Next Review.....January 2024.....