

Anti- Bullying Policy

TUDOR PRIMARY SCHOOL

Autumn 2023

Review date Autumn 2024

Objectives of this Policy

This policy outlines what Tudor Primary School will do to prevent and tackle bullying. We are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated.

Our school will:

- Discuss, monitor and review our anti-bullying policy and practice on a regular basis.
- Support all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- 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.
- Report back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seek to learn from good anti-bullying practice elsewhere and utilise support from the Local Authority and other relevant organisations when appropriate

Definition of bullying

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally".

At Tudor Primary, we help the children understand the above by using the acronym of STOP.

S- Several
T- Times
O- On
P- Purpose

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

Forms of bullying covered by this Policy

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

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).

- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology (cyberbullying)

Preventing, identifying and responding to bullying

Our school will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider appropriate opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches (such as through displays, assemblies, peer support and our school council – Tudor Owls).
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour (Online safety policy).
- Enable all staff to play an active role in the positive dealing with bullying and the prevention of bullying. Provide staff training around 'child on child abuse' so all members of staff are aware of the impact it has on all parties.
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring (see CPOMs)
- Actively create "safe spaces" for vulnerable children and young people which can be accessed when appropriate (for example, our lunchtime Sunshine Club).
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.

Involvement of pupils

At Tudor Primary, the children are encouraged to use the '3 Steps'. As highlighted in the behaviour policy, we believe in encouraging children to assert themselves and use a 3-step strategy for dealing with inappropriate behaviour towards them.

Step 1: Say, "I don't like that. Please stop!"

Step 2: Say, "If you do that again I shall tell an adult."

Step 3: Tell an adult.

We will:

- Talk to children about the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns (including anti-bullying week)
- Publicise the details of help lines/ internet agencies on our website (eg Childline)
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

Liaison with parents and carers

We will:

- Make sure that key information about appropriate contacts in school is easily accessible.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively.
- Ensure all parents/carers know that they can use our website to access support information.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by the policy.

The named Governor with lead responsibility for this policy is: Susanna Arje

The named member of staff with lead responsibility for this policy is: Maxine Smith

The Headteacher has the responsibility of monitoring incident logs. There are separate logs for bullying incidents, racist incidents, homophobic incidents and e-safety incidents. Incidents are categorised in this way to enable the school to identify any trends in specific areas and adjust our practice if necessary. When an incident has occurred, it is the responsibility of the teacher/ TA to deal with it appropriately. Key information must then be given to the Headteacher (including adding it to CPOMs). This includes:

- Name of child
- Name of recipient
- Key information about incident (actions/ words used, etc)
- How the incident was dealt with (both sets of parents informed/ consequences given)

The log (CPOMs) also includes how many times the child has been involved in such negative behaviour. Analysis of a number of factors can then be achieved.

The Headteacher will report the bullying incident analysis on a termly basis to the governing body. The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.

Supporting Pupils

At Tudor, our staff are trained in dealing with anti-social behaviours in a therapeutic manner using the Hertfordshire 'Step On' training package. This focuses on understanding and then changing anti-social behaviours into pro-social behaviours.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice. Ensure they are listened to.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Agree next steps and ways forward
- Reassuring the pupil and providing continuous support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened and establishing the concern and the need to change
- Informing parents/carers to help change the attitude and behaviour of the child
- Providing appropriate education and support
- If online, requesting content be removed and reporting account/content to service provider

- Speaking with police or local services

Supporting Adults

Adults (staff and parents) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the headteacher
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the school's behaviour policy
- Reassuring and offering appropriate support
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance

Adults (staff and parents) who have bullied will be helped by:

- Discussing what happened with a senior member of staff and establishing the concern
- Clarifying the school's official procedures for complaints or concerns
- If online, requesting content be removed and reporting account/content to service provider
- Instigating disciplinary, civil or legal action

Links with other school policies and practices

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

- Behaviour for Learning Policy
- Complaints and Conciliation (see website)
- Safeguarding and related child protection policies
- Online Safety policy