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# ANTI-BULLYING POLICY

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Approved By	Local Governing Committee
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## 1. Statement of Intent

We aim for all pupils to reach their potential academically, socially and personally through learning and playing in a safe and secure environment. At St George's we engender a safe and secure learning environment where all children are accepting of each other, celebrate differences and treat everyone with respect. Bullying of any kind is not acceptable and it is important that pupils understand how to identify bullying and know how to report it.

## 2. What is Bullying?

Bullying is a negative behaviour where someone intends to cause harm, either physically or emotionally, by intimidating or demeaning another person. Bullying can happen in separate instances, or it can form part of a pattern. At St George's we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies, teaching and anti-bullying week.

We agree that:

- Bullying is usually hurting someone – physically or emotionally
- Bullying usually happens when the relationship is imbalanced
- Bullying is usually on-going
- Bullying can take place on-line when pupils are not physically together

Examples of bullying are:

- Name calling or ridicule
- Demanding items by use of threat or force
- Pushing, kicking, hitting
- Use of negative language or actions based on a person's characteristics, for example, religion, culture, race, sexuality or economic circumstances. This includes homophobic, biphobic and transphobic (HBT) bullying
- Verbal or physical abuse or threats
- Prank calls
- Cyber bullying, e.g. online abuse via email, social media, text messaging
- Misuse of technology, e.g. taking or sharing unauthorised videos or images

## 3. Bullying Prevention

Preventing and raising awareness of bullying is an essential to keeping incidents in our school to a minimum. Through assemblies, teaching and external visitors, pupils are given regular opportunities to discuss what bullying is, how and where it may take place, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied. Parents are asked to keep school informed of any incidents that are concerning to them outside of school, e.g. through inappropriate social media messages.

## 4. Anti-bullying Responsibilities

No-one deserves to be a victim of bullying and at St George's we will address any claim in accordance with our Behaviour Policy.

In many cases, children do not always realise that their behaviour is bullying and so it is important that we teach children how to behave properly towards each other. We aid this by

ensuring that all school staff, parents, carers and governors understand what bullying is, how to report it and by working together to eliminate and resolve issues.

#### 4.1 Staff Responsibilities

- To understand the behaviour and anti-bullying policies
- To promote learning styles which challenge bullying behaviour and help children to identify what is appropriate behaviour and how to report issues or concerns in a safe environment
- To create and maintain an open and honest culture in accordance with school values
- To promote effective interventions
- To be vigilant in recognising instances of bullying behaviour
- To be vigilant in looking out for changes in behaviour, for example a child who is becoming anxious, withdrawn or whose behaviours are out of character, for example, being distant from usual friendship groups or becoming hesitant to use social spaces
- Address instances of bullying or inappropriate behaviour immediately, carrying out appropriate levels of investigation
- Listen to both sides of the story
- Take appropriate action. This may involve escalation within the school, parents or external agencies. For serious cases, this may involve the police
- Where bullying is persistent or sufficiently serious, parents will be invited into school for discussion and support regarding restorative steps
- Keep a record of behaviour on CPOMS

#### 4.2 Parent/Carer Responsibilities

- Understand the school's behaviour and anti-bullying policies
- Talk to their child so that they can recognise and model appropriate, acceptable behaviour
- Help their child to understand how to look out for others and how to report any concerns or issues, to either school staff or parents/carers
- Work with the school and any other agencies to address any concerns, for example, by attending any meetings as required

#### 4.3 Governor Responsibilities

- Understand the school's behaviour and anti-bullying policies
- Work with senior leaders to ensure that the school culture is in line with policy and children are learning in a safe and open learning environment, where differences are accepted and celebrated
- Follow school policy on escalation procedures, for example, by being a member of an independent review panel

### 5. Responding to Bullying

All cases of alleged bullying should be reported to the Headteacher/Deputy Headteacher or senior member of staff, this includes alleged bullying outside of the school setting.

Either the class teacher, the Headteacher, or a senior member of staff should first establish the facts and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.

If the allegation of bullying is upheld, the Headteacher, senior leader or directed member of staff should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The

perpetrator(s) should fully understand the consequences of their actions on the victim(s) and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable. A contract should be signed by the perpetrator (see Appendix 1) and their parent/carer should also sign the contract in collaboration with school.

All bullying incidents must be recorded. Parents of both parties should be informed.

Where the allegation of bullying is upheld, a consequence will be given in line with the bullying contract:

1 report of bullying	A period of isolation equivalent to half a day or a full day
2 reports of bullying:	A week of isolation
3 reports of bullying:	Fixed term suspension
More than 3 reports of bullying:	Permanent exclusion

If the situation does not improve, the Headteacher (or senior leader) should meet with the parent/carer(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Further incidents should lead to intervention (e.g. through outside agencies), further monitoring and support as deemed necessary.

If necessary, we will seek support from the M.A.S.H (Multi Agency Safeguarding Hub). Contact details are available on the staff safeguarding board, on-line or via the safeguarding team in school.

**Anti-bullying Contract**

This contract serves to prove a pupil's knowledge about the definition of and consequences for bullying, and to inform parents of school policy regarding aggressive and inappropriate behaviour among pupils.

By signing this contract, **XXXXXXXXXX**, understands that:

- Bullying can be physical, verbal, or emotional.
- Bullying consists of, but is not limited to name-calling, violence, theft, rumours, exclusion, threats, intimidation, put-downs and pranks.
- Bullying can take place when pupils are not physically together for example over social media.
- Pupils should all be treated with courtesy and equality regardless of age, gender, race, religion, orientation, size, disability, intelligence, athletic ability or popularity.

**XXXX** pledges to uphold the following rules:

- To abide by the school's policy concerning bullying and harassment.
- To report incidents of bullying to a trusted teacher or staff member.
- To stand up for victims of bullying.
- To encourage others to treat all students with respect and courtesy.
- To help make the school a place where everyone feels safe, heard, and respected.

**XXXX** understands that any incidents of bullying will result in the following consequences:

- 1 report of bullying: **A Period of isolation equivalent to half a day or a full day**
- 2 reports of bullying: **A Week of isolation**
- 3 reports of bullying: **Fixed Term Exclusion**
- More than 3 reports of bullying: **Permanent Exclusion**

Following an investigation in school of **XXXXXXXXXXXXXX**, school deems that **XXXX** has bullied another pupil. Details can be found on C Poms.

In line with this contract, **XXXX** will receive **a period of isolation**.

**He** understands that **he** must not **XXXXXXXXXXXXXX**. **He** understands that should **he** do this; school will follow the next step of consequences.

\_\_\_\_\_ Date: \_\_\_\_\_  
(Child's Signature)

\_\_\_\_\_ Date: \_\_\_\_\_  
(Parent's Signature)

\_\_\_\_\_ Date: \_\_\_\_\_  
(Head Teacher Signature)