

# Belton C of E Primary School



## Anti – Bullying Policy

Date of policy: May 2022

Date of review of policy September 2025

# Anti- Bullying Policy

Please read this policy in conjunction with other relevant policies i.e. Child protection, positive behaviour, E-Safety, Acceptable use for ICT, Remote Learning and our Equality principles.

The Headteacher has lead responsibility for bullying behaviour and A Foundation Governor- Denise Boulton is our anti bullying governor.

**We have a zero tolerance to bullying, homophobic behaviour and discrimination on the grounds of race, gender or ability at Belton C of E Primary School.**

It is against the law to discriminate against someone because of their:

**Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation** These are protected characteristics as set out in the Equality Act (2010)

- \* Our pupils are taught that EVERYONE has the right to be happy and to feel safe.
- \* Our pupils are taught to value themselves and to be assertive.
- \* Our pupils are taught that difference and diversity are positive things.
- \* Our pupils understand what bullying is and what forms it can take.
- \* Our pupils are taught to recognise bullying by using the STOP method:

## ***Definition of bullying***

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online (Anti- bullying alliance).

It will be **Several Times On Purpose (STOP)** and be difficult to defend yourself against it.

There are many forms of bullying behaviour

These are:

physical (hits, damage to belongings);

verbal (threats, insults, nasty teasing);

Psychological (rumours, social exclusion);

Cyber-Bullying (use of ICT via mobile phones/ computer/ internet)

Bullying based on vulnerability – appearance or health conditions or related to home circumstance

There also may be bullying of school staff, whether by pupils, parents or other staff

Work in school:

- Our pupils are taught the first step in dealing with bullying is to ask them to stop and to explain assertively to them how their chosen actions makes them feel.
- Our pupils are taught to tell an adult and that this is not 'telling tales' or 'snitching'. They are taught that if someone says they are telling tales that this is a sign they are doing the right thing as a child with bullying behaviour does not want to be in trouble.
- Our pupils are taught about e safety and the potential risks of the internet.

- Our pupils are taught that in life we will not like everyone we meet, but that we can and must work alongside them effectively and with tolerance.
- Our pupils are taught that bullying is everyone's problem and they should not do nothing if they know bullying is happening. We are clear that all members of the school community should report bullying.

Through PHSE and assemblies we aim to develop the self-esteem of all pupils and help them to recognise their own and the qualities of others.

As a result of these strategies bullying is kept to a minimum and any incidents are swiftly resolved as soon as staff are aware of them:

**Bullying will not be tolerated. All reported bullying is taken very seriously and investigated thoroughly.**

### **Preventing Bullying**

**We are proactive in our approach to bullying. Staff are regularly trained to look for signs of bullying. We also use online training programmes such as Online Boost to keep our skills current.**

### **Allegations of bullying – Procedures followed:**

When there is an accusation of bullying of any kind, the first action is to ascertain that it is 'bullying' (i.e. something that has occurred several times on purpose) and not just a one-off incident.

If it appears bullying is evident, all those involved are listened to and their views are sought, including those of the child/children with bullying behaviour. All comments are recorded using CPOMS under behaviour related log and any inconsistencies are clarified until as clear a picture as possible is gained. If possible, witnesses will be called upon to give an objective viewpoint.

Any incident of bullying by children automatically means that both sets of parents are informed about the incidents and are invited into school (separately) to discuss ways of ensuring there are no further incidents. We aim to keep parents informed at the earliest opportunity.

All staff are informed and support the children involved. The children work with the Head teacher/Class teacher/ELSA to support them through this time.

Children and Parents are encouraged to report any concerns regarding bullying. The children can report by telling a trusted adult, their peers who can report it to a trusted adult, through worry boxes in the classroom or their parents.

Parents report via the class teacher or the headteacher. They can email the office, use WEDUC messenger, telephone or arrange a meeting with the class/headteacher. Both parents and children can use our anonymous reporting tool- whisper to report concerns, the link is found on the school website.

### **Trends**

Routinely the headteacher uses CPOMS to audit the behaviour related log to identify patterns/trends to target areas of needs. Conversations also take place during class council and fed back to the Headteacher.

## Sanctions

The school will work with both parties to offer support and change behaviour. This might include social groups/ social stories, 1:1 work with ELSA or school adult. Risk assessments may be drawn up to keep children apart and safe.

In line with the positive behaviour policy, sanctions may include restorative actions e.g. writing apology letter, missing playtimes, no access to ICT in school and communication with parents.

Fixed term and permanent exclusion may be considered for repeated serious incidences. The police may be involved where a criminal offence may have been committed

### **Cyber bullying:**

Cyber bullying is bullying through the use of communication technology like mobile phone text messages, e-mails or websites. This can take many forms for example:

- Sending threatening or abusive text messages or emails, personally or anonymously
- Making insulting comments about someone on a website, social networking site (e.g.: Facebook, Instagram, Snapchat, Tik tok or through gaming devices)
- Making or sharing derogatory or embarrassing videos of someone via mobile phone or email (such as 'Happy Slapping' videos)

It should be noted that the use of ICT to bully could be against the law. Abusive language or images, used to bully, harass or threaten another, whether spoken or written (through electronic means) may be libellous, may contravene the Harassment Act 1997 or the Telecommunications Act 1984.

**The use of the web, text messages, e-mail, video or audio to bully another pupil or member of staff will not be tolerated.**

**If a bullying incident directed at a child occurs using email or mobile phone technology either inside or outside of school time, we will:**

1. Advise the child not to respond to the message
2. Refer to relevant policies including e-safety/acceptable use, anti-bullying, positive behaviour and PHSE and apply appropriate sanctions.
3. Secure and preserve any evidence
4. Inform the sender's e-mail service provider
5. Notify parents of the children involved
6. Consider delivering a parent workshop for the school community
7. Consider informing the police depending on the severity or repetitious nature of offence
8. Inform the LA e-safety officer

**If malicious or threatening comments are posted on an Internet site about a pupil or member of staff, we will:**

1. Inform and request the comments be removed if the site is administered externally
2. Secure and preserve any evidence
3. Send all the evidence to CEOP at [www.ceop.gov.uk/contact\\_us.html](http://www.ceop.gov.uk/contact_us.html)
4. Endeavour to trace the origin and inform police as appropriate
5. Inform LA e-safety officer

**Bullying occurring outside the school premises:**

While schools are not directly responsible for bullying outside the school premises, the Headteacher has a duty of care for pupils at Belton School. Therefore, we apply the same principles and procedures to bullying which occurs outside the school premises, demonstrating a zero tolerance to this behaviour. Steps will be taken to discuss avoidance and handling of bullying outside schools. It may be necessary to gain police involvement or advice.