



William Byrd
PRIMARY ACADEMY

Anti-Bullying Policy



Approved by: Primaries LGB

Date: January 2025

Next review due by: January 2028

What is Bullying?

William Byrd Primary Academy's definition of bullying:

- When someone says or does something unintentionally hurtful and they do it once, that is rude.
- When someone says or does something intentionally hurtful and they do it once, that is unkind.
- When someone says or does something intentionally hurtful and they keep doing it – even when you tell them to stop or show them that you're upset, that is bullying.

What the children at William Byrd say:

"Bullying is when someone is physically hurting you more than once and this may happen over and over again" Quote from a Year 5 child

"Bullying is not when your friend uses unkind words towards you and then you are friends the next day. Friends have disagreements from time to time but this is different from bullying"." Quote from a Year 6 child

There are four elements:

1. Deliberate use of aggression
2. An unequal power relationship
3. The causing of physical pain or emotional distress
4. Repeated rather than isolated incidents

Bullying may include:

- Physical violence
- Verbal threats or taunting with racist, sexist or other personal abuse
- Spreading offensive rumours
- Excluding from a group
- Hiding, spoiling or destroying personal property
- Stealing and extortion

Aims and Objectives

Bullying is wrong and may cause long-term damage to individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. We want to encourage children to grow into responsible adults who oppose all forms of bullying in their community.

This policy aims to produce a consistent school response to any alleged bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities regarding the eradication of bullying in our school.

The role of the Head of School

It is the responsibility of the Head of School to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with

incidents of bullying. The Head of School reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Head of School ensures that all staff help children to know that bullying is wrong, how it is different from other forms of behaviour and that it is unacceptable in this school and in their community. The Head of School supports this by:

- Providing opportunities for whole school activities in Assembly and through an annual anti-bullying event in the Autumn term
- Gaining the views of parents/carers and pupils to support the implementation of this policy and to improve school practice
- Working with parents/carers to ensure they also know and support the school policy for preventing and dealing with bullying
- Monitoring the effectiveness of the policy and procedures and reporting to the Governing Body

The Head of School ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Head of School sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the Teacher

Prevention is our first goal and therefore through planned curriculum programmes teachers must ensure children know about bullying, how to deal with it and prevent it. Through cross curricular learning teachers should take every opportunity to remind children of our school policy and practice where anti bullying is concerned.

This includes Circle Time, Social and Emotional Aspects of Learning (SEAL) activities and Personal, Social, Health and Relationships Education (PSHRE) Programmes.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to make all feel valued and included and so prevent incidents of bullying. Teachers are aware of the vulnerable (including Looked After Children) pupils and those from minority groups.

Teachers and other staff in our school take all forms of bullying seriously and intervene quickly to prevent or stop bullying incidents from taking place. Teachers must keep their own records of all incidents that happen in their class by logging them on CPOMS and communicating with the year leader or member of SLT where appropriate.

When children report bullying or staff suspect that bullying may be occurring, the following actions will be taken:

- Always take children's reports about bullying seriously. Even if it is not a case of bullying, it may be an indication the child is feeling unsafe or anxious
- Investigate fully by talking with all the children involved
- Listen to both sides of the story and don't always assume that what you have been told is the truth

- Feedback to the children you talked with and tell them what has been done
- Class teachers keep careful records of all incidents, reports and actions where bullying concerns a child in their class. This is to be logged on CPOMS.
- Encourage the child who feels they are being bullied to ALWAYS TELL
- Ensure children can talk to adults in private if they are feeling unsafe or need to report bullying
- Provide the victim of alleged bullying a trusted adult who they can go to at any time when they feel unsafe
- The trusted adults will monitor the situation/relationship over time and pass all information to the class teacher and the Inclusion Team. The trusted adults are to be agreed by SLT.
- Ensure the parents/carers of the child that is at risk of being bullied are informed and receive ongoing feedback
- Report all cases to the Inclusion Team where records will be kept. (Even if the matter is resolved without members of this team becoming involved)

Where a child has been found to have displayed bullying type behaviour towards another child the following actions should be taken by staff:

- The collation of Incident Reports will indicate if a child's behaviour is repetitive and will quickly identify children who are at risk of becoming a bully, and support will be put in place to support this child and to ensure this does not become a case of bullying
- Parents/carers will be notified of concerns around repeated bullying type behaviour displayed by their child
- Provide mentoring and support to ensure they change their behaviour
- Report to the parents/carers of the child and engage them in supporting their child to change their behaviour
- Involve members of the Pastoral Team to support this process
- Keep careful records of all meetings and actions taken in relation to the case and upload these onto CPOMS.
- Where necessary plan to separate the children in class and in the playground to prevent further incidents and allow a 'calming down' period
- If necessary, the Pastoral Team may contact external support agencies such as the behaviour support team or social services
- Apply appropriate consequences – see below

A range of consequences will be applied as appropriate to the case. Where other children join in or encourage the alleged bully, they will also suffer the consequences of their actions.

- A conversation with a member of SLT will always be given to the child who has displayed bullying type behaviour and this will be logged on CPOMS.
- Where violence is concerned this should be dealt with as with all violent incidents. (See Behaviour Policy)
- The removal of playtime and break for as long as is needed for behaviour to change or for the bullied child to feel safe (to be agreed by SLT and communicated with parents/carers)
- Loss of school responsibilities, such a Prefect and House Captain badges (agreed by SLT and communicated with child and their family)
- Removal from school sports teams or other events where they are representing the school
- Loss of places in after school clubs
- Failure to improve behaviour or repeated acts of bullying will lead to formal suspension and possibly exclusion from school

The Role of the Children

- If children are feeling unsafe or anxious about something which is happening, tell an adult. This can include the Class Teacher, member of the pastoral team, Teaching Assistant, Lunchtime Leader, Pastoral Manager, Learning Mentor or a member of SLT
- As much as possible stay away from children who make you feel unsafe (but this should not be advice offered when no consequence is being received by the bullying child)
- Find good friends to play with – support the child in doing this
- Walk away from children who call you abusive names or say horrible things to you. Report them, in private, to a member of staff
- ALWAYS tell your class teacher if you are being bullied
- NEVER join in with name calling, fighting or other bullying actions
- ALWAYS tell a member of staff if you see bullying happening. If you don't tell you are allowing the bully to get away with it
- ALWAYS help staff who are investigating bullying by telling the truth. NEVER cover up the truth
- Support other children who are being bullied to tell a member of staff
- If children are being left out by others, play with them, comfort them and cheer them up and talk to an adult about it

The Role of Parents/Carers

- Actively encourage your child to support the school's anti-bullying policy and be a positive member of the school
- If you are concerned that your child is being bullied, or suspect your child may be carrying out bullying activities, contact your child's class teacher immediately
- Help your child to understand what bullying is, how to deal with it and how it is different from situations like friends falling out
- Encourage and support your children to follow the school rules about anti bullying, particularly to ALWAYS TELL, in private if they prefer
- Remind your child that if they join in with a bully or encourage them, they are also bullying
- If you are informed your child has been involved in bullying, work with the class teacher and other staff to investigate this, monitor and support your child to change the behaviour
- ALWAYS work with the school to resolve bullying issues. Go first to the class teacher
- NEVER approach other parents/carers or children regarding allegations of bullying

Parents/carers and staff must always treat each other with trust and respect when discussing difficult matters concerning children and bullying. It is a difficult time for all concerned but can be more effectively resolved by working together and showing the children how best to deal with problems.

If a member of staff fails to show respect, the matter can be dealt with through the Complaints Policy. If a parent/carer fails to show respect, shouts at and/or abuses a member of staff there is a procedure outlined in the Policy for Parents/Carers on School Site.

Cyberbullying

"Bullying can happen verbally, in writing or images, **including through communication technology (cyber bullying) e.g. graffiti, text messaging, e-mail or postings on websites.** It can happen physically, financially (including damage to property) or through social isolation. Verbal bullying is the most common form.

When a bullying incident directed at a child occurs using email or mobile phone technology either inside or outside of school time:

Parents/carers and children report immediately to the school where we can carry out the following actions.

- Advise the child not to respond to the message
- Refer to relevant policies including e-safety/acceptable use, anti-bullying and PSHRE and apply appropriate consequences
- Secure and preserve any evidence
- Inform the sender's e-mail service provider
- Notify parents/carers of the children involved
- Consider informing the police depending on the severity or repetitious nature of offence
- Inform the LA e-safety officer

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

- Inform and request the comments be removed if the site is administered externally
- Secure and preserve any evidence
- Send all the evidence to Alex Nagle at CEOP at www.ceop.gov.uk/contact_us.html
- Endeavour to trace the origin and inform police as appropriate
- Inform LA e-safety officer

In line with other forms of bullying, children should be confident in a no-blame culture when it comes to reporting inappropriate incidents involving the internet or mobile technology, and they must be able to do this without fear.