



ANTI-BULLYING POLICY

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed (including cyber-bullying inside and outside of school) will pupils be able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

physical (hitting, kicking, theft)

verbal (name calling, racist remarks)

psychological (spreading rumours, excluding someone from social groups)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools and school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017

https://assets.publishing.service.gov.uk/media/625ee64cd3bf7f6004339db8/Preventing_and_tackling_bullying_advice.pdf and supporting documents.

It also considers the DfE statutory guidance "Keeping Children Safe in Education":

https://assets.publishing.service.gov.uk/media/66d7301b9084b18b95709f75/Keeping_children_safe_in_education_2024.pdf

The setting has also read Childnet's "Cyberbullying: Understand, Prevent and Respond:

Guidance for Schools": <https://www.childnet.com/wp-content/uploads/2020/07/Cyberbullying-guidance2.pdf> .

Aims

The aims of our school's anti bullying strategies and intervention systems are:

- To prevent, de-escalate and/or stop any continuation of harmful behaviour.
- To react to bullying incidents in a reasonable, proportionate and consistent way.
- To safeguard and support the pupil who has experienced bullying.
- To apply sanctions to the pupil causing the bullying and ensure they learn from the experience, possibly through multi-agency support.

Prevention

- The school leadership team will promote an open and honest anti-bullying ethos where the whole school community is involved in supporting anti-bullying work and staff will actively demonstrate and promote positive behaviour.
- The curriculum will be used to support anti-bullying work e.g. PSHE lessons (using PSHE Matters) is used to discuss issues around diversity, social and emotional skills and to draw out anti-bullying messages. The use of creative learning through art,

dance, music, poetry and drama helps to develop understanding of feelings and enhance pupils' social and emotional skills.

- Trained 'Playground Buddies' are in the playground at playtimes and lunchtimes to support any child who feels left out, sad or uncomfortable.
- Each reception child has a 'Buddy' from Y6 whom they share activities with each half term. The older children have a responsibility to 'look out' for their younger buddy at playtimes.
- Anti-Bullying Week events will take place in November of each year, and other events such as theatre groups or current new stories may be used to further understanding.
- Whole school assemblies follow the PSHE Matters themes to raise awareness of anti-bullying and to develop pupils' emotional literacy.
- Targeted small group or individual work will be used as appropriate for those who display or experience bullying behaviour.
- School will regularly seek the views of pupils, parents and staff to help it to monitor and evaluate the anti-bullying work.

Reporting incidents

- If pupils feel they are being bullied they should get away from the situation as quickly as possible and tell a member of staff as soon as possible after an incident has occurred. Children who may find this difficult are encouraged to tell a friend, their buddy, an adult at home or to write down their worries and place them in a worry box.
- If a parent has concerns about bullying in school they should inform the child's class teacher as soon as possible in person, by phone, Class Dojo, or by email to headteacher@padfield.derbyshire.sch.uk FAO your child's teacher.
- When talking to school about bullying please be clear about:
 - what has happened
 - how often it has happened
 - who was involved
 - who saw it happening
 - where it happened
- As incidents are reported, they will be dealt with promptly by the member of staff who has been approached. A clear account of the incident will be recorded when a pupil, parent or member of staff indicates that a similar incident has happened before
- If bullying is suspected, copies of all recorded incidents will be shared with the headteacher.

- If pupils feel hurt, they are encouraged to firmly tell the person to stop and the reason why they are feeling hurt.
- When suspected bullying is reported, the headteacher will interview all concerned and make a record of the incident.
- If the incident is found to be a bullying incident parents of the victim(s) and perpetrator(s) will be informed.
- Pupils who have been bullied will be supported by:
 - offering an immediate opportunity to discuss the experience with a member of staff and other support appropriate to the child's needs to reassure the pupil and help to restore self-esteem and confidence.
- Pupils who have bullied will be helped by:
 - discussing what happened
 - discovering why the pupil became involved
 - establishing the wrong doing and need to change
 - providing the opportunity for the pupil to put right the harm they have caused, where appropriate
 - seeking support from parents to help change the attitude of the pupil
- Sanctions for bullying serve three main purposes:
 - to impress upon the perpetrator that their behaviour is unacceptable
 - to deter them from repeating that behaviour
 - to signal to other pupils that the behaviour is unacceptable and deter them from doing it
- The following sanctions can be given
 - Internal suspension
 - Fixed-term suspension from school
 - Permanent exclusion

Each incident dealt with will be bespoke and therefore a bespoke response will be required.

Monitoring, evaluation and review

The Governing body and the school work together to monitor incidents of bullying that occur. Together they will review the effectiveness of this policy regularly and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

This policy will be reviewed every year.

Date policy agreed: December 2024

Review Date: December 2025

Signed: _____

Signed: _____

Chair of Governors

Headteacher