



# Seamer and Irton CP School

## Anti-Bullying Policy



Policy name	Anti-bullying Policy
Frequency of review	Annual
Governor lead	Helen Mallory
Lead member of staff	Robert Webb
Reviewed on	January 2024
Reviewed by	Governing Board
Next review	January 2025

### The purpose and scope of this policy

Seamer and Irton CP School is committed to the values of tolerance and respect for others and as an institution opposes all forms of bullying. All members of the school community including pupils, parents, staff, governors and volunteers have an important role to play in fostering an atmosphere where bullying is discouraged and each individual feels cared for and valued. In addition, all are responsible for ensuring that when bullying does come to light it is dealt with speedily and effectively. Seamer & Irton CP School maintains a caring approach to children and any form of bullying, physical, verbal, racial, homophobic, sexist, or other type of harassment will not be tolerated.

The purpose of this policy statement is to:

- prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy applies to anyone working on behalf of Seamer & Irton CP School, including senior managers and the board of governors, paid staff, volunteers, sessional workers, agency staff and students.

Every person in our school should be secure in the knowledge that they are entitled to be valued for themselves, and to be free from personal harassment.

This policy is not a discrete document but must be seen as an integral part of all other policies, especially those concerned with discipline, behaviour and the personal and social education of pupils. Closely linked policies include:

- Positive Behaviour Policy
- Child Protection Policy
- Online Safety Policy
- Acceptable Use Policies

### Legal framework

This policy has been drawn up based on legislation, policy and guidance that seeks to protect children in the UK. At our school, we strive to create an inclusive environment where every member of the school community can flourish. Under

the Equality Act 2010, which protects us all from discrimination, there are nine protected characteristics. We do not discriminate or tolerate discrimination against anyone based on any of the protected characteristics (see Appendix 2).

## What is bullying?

### **Bullying may be defined as:**

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.” *Anti-Bullying Alliance*.

### **Bullying may take many forms, but the four main types are:**

- **Physical:** hitting, kicking, taking or hiding belongings.
- **Verbal:** name calling, insulting, and making racist, homophobic or other deliberately hurtful remarks.
- **Indirect/Psychological:** spreading unpleasant stories about someone, excluding someone from social groups in order to intimidate.
- **Cyber:** name calling, insulting, and deliberately hurtful remarks and actions made to others using technology and social networking sites

Encouraging other people to engage in any of these types of behaviour is also bullying, even if the perpetrator is not directly involved in any of them. This is sometimes worse as not only does it have an adverse effect on the individual being bullied, but also on the person being encouraged to bully.

All bullying is damaging to those who experience it and to those who perpetrate it. Studies suggest that the consequences of bullying can last for many years and in extreme cases can undermine an individual's confidence for life.

At Seamer and Irton CP School we find this entire sort of behaviour unacceptable and do our best to prevent it, through ensuring that all children are well aware of how dangerous and damaging it can be.

As a school, we are committed to supporting all victims of bullying as well as the perpetrators, whilst still taking the appropriate action against those who are responsible for bullying in line with the school's Positive Behaviour Policy.

## What is Bullying Not?

It is important to note that bullying is not an occasional falling out of friends, name-calling, arguing or physical encounter. All children fall out or say things when they are upset. This is a natural response and learning how to mend friendships is an important part of growing up and developing social skills. It is important to acknowledge that it is natural for occasional problems of this type to occur and that these are not classed as bullying.

Children are taught strategies for dealing with hurtful behaviour:

- Try to ignore it at first, if you can
- Tell the other person to stop
- Tell the other person you will tell an adult if they continue
- If it continues tell an adult.

## Procedures for dealing with bullying

Pupils are encouraged to approach a member of staff if they are being bullied. They should understand that:

- All allegations of bullying are taken seriously.

- All allegations of bullying are investigated and appropriate action will be taken.
- Information is recorded and kept on file via CPOMS.
- Support is given to both the victim and perpetrator.
- All cases of bullying are reported to the Headteacher, who works closely with the class teacher to establish the facts and liaise with the children involved, and their parents.
- Any bullying or discrimination based on protected characteristics must be recorded using CPOMS and reported to the local authority as a 'hate incident' via <https://consult.northyorks.gov.uk/snapwebhost/s.asp?k=146952740744>.
- More serious hate crimes will be reported to the police: Report hate crime | North Yorkshire Police

### **The following strategies may be adopted to support victims and perpetrators of bullying:**

- Contact parents via telephone, email or face-to-face to update parents on behaviour and conduct
- Additional supervision at breaktimes and lunchtimes
- Additional pastoral support
- Pupils may be sent to see the head teacher to receive praise or for additional support in improving behaviours
- Pupils may be directed to attend clubs
- Suspension from extra-curricular clubs, activities or teams
- Individual learning plans.
- Pupil Support Plans
- Mentoring and coaching
- Support Logs to monitor behaviour
- Reduced break-times or alternative break-time provision, inc. asking parents to take pupils home for lunch
- Referrals to outside agencies
- Remove a child to another classroom
- Fixed-term exclusion/suspension
- Permanent exclusions

Children who feel at risk are given various methods of support until the problem has been eradicated. Parents of all children involved are kept informed and their support is expected.

## **Roles within the School**

### **The Head teacher will ensure that:**

- bullying behaviour is addressed inline with the school's Anti-bullying and Positive Behaviour Policies
- Staff are supported in dealing with allegations and incidents of bullying
- bullying is addressed as an issue in the curriculum
- the governing body is provided with information regarding behaviour management, including bullying
- ensure pupil voice is gathered via the Growing up in North Yorkshire Survey and Pupil conferencing and the relevant actions are taken to address any issues identified.

### **Staff will:**

- inform the headteacher of all allegations of bullying
- reassure children that they have done the right thing in speaking out
- build relationships with children so that children are happy to speak to them about incidents
- check worry boxes and act up on any issues shared
- take prompt action when there are concerns about bullying
- record all allegations of bullying using CPOMS
- ensure pupils and parents are given feedback on action which has been taken.

**Parents are expected to:**

- be aware of unexplained changes in their child's behaviour
- inform your child's class teacher immediately if they feel their child may be a victim of bullying behaviour and work in partnership with the school to bring about an end to the bullying
- provide their child with a good role model by following the school's advice about how to manage the situation
- contact school if they know or suspect that their child is bullying another pupil
- share with the school any suspicion they may have that bullying is taking place, even when it does not concern their child.
- **See Appendix 1 for more advice**

**Pupils are expected to:**

- be actively involved in creating a safe, secure and caring school environment
- tell a member of staff or a parent / carer if they are being bullied
- act to stop or prevent bullying by telling a member of staff or a parent / carer that they know or suspect that someone else is being bullied.
- follow the 'Bystander Code' (know that being a 'bystander' is not acceptable and understand that their silence makes them in part responsible for what happens to the victim of bullying).

**Curriculum**

The following list demonstrates a number, but is not limited to, of ways in which Pupils are educated in how to be good citizens, what bullying is, how to deal with it and what the effects of bullying are:

- Weekly PSHE lessons: Relationships, Bullying, Online Safety, Mental Health, Diversity
- Black history lessons across KS1 and KS2
- Assemblies inc. National Anti-bullying week
- Participation in National online safety day activities
- Targeted, discrete lessons where appropriate/if required
- Participation in the Hand-in-Hand project focusing on Healthy relationships and Online Safety.



## Anti-Bullying: Parents' Guide

Bullying doesn't just disappear and sort itself out on its own. It will only stop when people act. It can only be stopped if pupils, parents and the school work in partnership. This means that adults need to communicate, the victim/victims must be helped and the bully/bullies must be stopped.

### What is bullying?

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.

Anyone, of any age, can be a victim of bullying. Bullying can occur at work, at home, online and of course in school. Bullying can take many forms. Below are some common ones:

- Verbal abuse, such as name calling and gossiping.
- Non-verbal abuse, such as hand signs or text messages.
- Emotional abuse, such as threatening, intimidating or humiliating someone.
- Exclusion, such as ignoring or isolating someone.
- Undermining, by constant criticism or spreading rumours, controlling or manipulating someone.
- Physical assaults, such as hitting and pushing.
- Cyberbullying, such as sending abusive texts, emails or messages.

### Bullies target those who are different.

Bullies usually target people because they are different. The differences bullies pinpoint includes: looks, race, religious beliefs, age, medical needs, ability, or sexuality.

The real problem lies with the bully, not with difference between people. The victim should never be blamed. Nobody has a right to bully.

You can't always see the signs of bullying. And no one sign indicates for certain that a child's being bullied. But you should look out for:

- Belongings getting "lost" or damaged.
- Physical injuries such as unexplained bruises.
- Being afraid to go to school, being mysteriously 'ill' each morning, or skipping school
- Not doing as well at school.
- Asking for, or stealing, money (to give to a bully).
- Being nervous, losing confidence, or becoming distressed and withdrawn.
- Problems with eating or sleeping.
- Bullying others, especially younger siblings.

## How to help your child

**Reassure your child** – bullying is never acceptable.

**Don't panic, try to establish the facts:**

Are the mean comments repetitive and intentional?

What has actually happened?

Are there two sides to the story?

**Write down what your child is saying to you. If the abusive comments are online, or on a phone, screen shot the messages.**

**Let the school know** - Make an appointment to see your child's class teacher to discuss the problem. If required, the school will then support the victim and stop the bully.

**Limit your child's access to electronic social networking by changing their security settings and abiding by any age restrictions.**

**Don't encourage your child to retaliate** - however tempting this is.

**Try to boost your child's self-esteem** - you could encourage them to join a club or take part in an activity where they can build friendships with other children.

**Equality Act 2010**  
**Protected Characteristics**

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

 <b>AGE</b>	 <b>DISABILITY</b>	 <b>SEX</b>
 <b>MARRIAGE AND CIVIL PARTNERSHIP</b>	 <b>RACE</b>	 <b>PREGNANCY AND MATERNITY</b>
 <b>SEXUAL ORIENTATION</b>	 <b>RELIGION OR BELIEF</b>	 <b>GENDER REASSIGNMENT</b>

 **Safe Schools Alliance UK**  
*Putting Safeguarding First*



More information about discrimination, your rights and the protected characteristics can be found using the following link:

[Discrimination: your rights: Types of discrimination \('protected characteristics'\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/discrimination-your-rights-types-of-discrimination-protected-characteristics)