



Anti-Bullying Policy

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Definition of Bullying

St Clement's defines bullying as:

'Someone who deliberately and often tries to hurt another person, either by saying unkind words, hurting them physically or indirectly harming another person.'

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- It is persistent
- There is a deliberate intention to hurt or humiliate
- There is a power imbalance that makes it hard for the victim to defend themselves

What does this look like?

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- putting undue pressure on another to do something against their will
- physical assault (punching, kicking and other physical attacks)
- taking or damaging belongings
- cyber bullying – inappropriate text messaging and e-mailing; sending/ posting offensive or degrading images by phone or via the internet
- producing offensive graffiti
- spreading hurtful and untruthful rumours
- excluding people from groups
- sexual violence
- sexual harassment
- sexting

- upskirting
- any unwanted sexual behaviour that causes humiliation, pain, fear or intimidation, racist, sexist, homophobic or discriminatory behaviour

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required.

We recognise that there are different types of bullying. These can include:

- Relational (social bullying) – involves, excluding by intentionally leaving someone out of a group, hurting someone's reputation or relationships.
- Cyber - the use of the Internet and related technologies to hurt other people
- SEND - bullying about a person's special education needs or disability
- Sexist, transgender, homophobic - bullying about a person's sex or sexual preference
- Racist – bullying someone about their skin colour, culture or ethnic origin
- Sexual Bullying – any bullying behaviour with a sexual element

Signs of Bullying

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, lacking concentration, attention seeking, feigning illness, taking unusual absences or clinging to adults. There may also be physical evidence such as unexplained bruising or grazes.

All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy and also the school's Safeguarding and Child Protection policy.

Reporting and Responding to Bullying

At St Clement's children know we are a 'telling school' and there is a clear system in place for the whole school community (including staff, parents/carers, children and young people) to report bullying; this includes support for those who are the victims of bullying or who have witnessed bullying behaviour (bystanders).



The school also has a role to respond to and support bullying incidents outside of school which may then affect children's wellbeing during the school day.

Procedure

The effectiveness of this policy relies upon all incidents of bullying being reported **when they happen.**

What should children do if being bullied?

- Tell a friend, adult at school or someone at home.
- Put a note in the class 'What I want my teacher to know/worry box' with your name on it – you don't have to name the bully but you need to let someone know you are being bullied

What should adults do if being bullied?

- Tell a colleague or senior member of staff or the Chair of Governors.

What should parents do if they think their child is bullying or being bullied?

- Discuss their concerns with the class teacher.
- Concerns may be referred by the class teacher or parent to the Head of School or a member of Senior Leadership Team. If the problem continues the matter can be referred to the Chair of Governors in writing.
- Endorse and support the policy against bullying, by acting responsibly and calmly.
- Not automatically dismissing the suggestion that their own child could be involved but work positively with the school to change behaviour.
- In the case of cyber-bullying, help your child to save evidence, i.e. print copies of emails and do not delete messages from mobile phones.

What should parents NOT do?

- **Parents must not confront any child or parent.**
- **Parents must not encourage their child to respond to the situation in an inappropriate manner, resulting in a breach of school rules.**



Policy into Practice

Children's behaviour at playtimes is monitored by the staff on duty, who record details of significant incidents on our online monitoring system (CPOMS) if appropriate. Teaching staff are made aware of any incidents that take place during playtimes which involve a child or children in their class. The DSL team regularly reviews these logs. Where bullying involving a child is suspected or has been reported, immediate action is taken.

Staff will ensure that they:

- Listen to the person's concerns. □ Offer support.
- Act on the information given. With younger children a 'No Blame Approach' may be considered appropriate.
- Make it clear to the victim that the school can and will support him/her.
- Make it clear to the child/children using bullying behaviour that this behaviour is unacceptable and that it must stop immediately.
- Actively encourage improved behaviour from the bully.
- Inform parents of all concerned.
- Talk to the persons concerned to see if the reconciliation, involving a genuine apology is possible at this stage. If not, sanctions will be taken. In the most serious cases, these may include a suspension from school.
- Reassure the victim that it is not his/her fault, explaining that;
 - He/she was right to tell.
 - If the person or people who were using the bullying behaviour get into trouble, it is his/her own fault because we are accountable for our own actions.
 - He/she will be supported and their well-being will be monitored by the class teacher.

In addition, staff will:

- Actively promote the Behaviour Policy within the school community.
- Identify and use opportunities in the classroom to develop the children's understanding of what 'bullying' is and raise their awareness of the difference between bullying and one-off disagreements.



- Use Circle Time to promote an understanding and recognition of bullying, develop skills for resolving arguments and promote expectations of high standards of behaviour.
- Lead assemblies to help children to understand the importance of respect for all.
- Use the curriculum to teach aspects of bullying, particularly in PSHE and e-safety lessons.

Pupils will be encouraged to:

- Behave towards one another safely and responsibly in accordance with our school Mission Statement.
- Be open and respectful in their dealings with one another, especially respecting the views of others and their personal space.
- Seek support from an adult if they have any concerns or worries.
- Report bullying incidents directly to staff as soon as possible.
- Take responsibility for their individual actions.

Where bullying involving adults on school premises is alleged, the appropriate complaints procedure will be followed.