



Tudhoe Colliery Primary School

Anti-bullying Policy 2023/24

1. Key Principles

Everyone at Tudhoe Colliery has the right to feel welcome, secure and happy. Bullying prevents this, undermines self-esteem and denies equality of opportunity.

Our intent: It is everyone's responsibility to challenge bullying and this policy contains guidelines for action.

Where bullying exists or is suspected, the victims must feel confident to activate our anti-bullying systems within the school.

2. Links to other Policies

This policy is linked to Safeguarding, Behaviour, Child Protection. Equality, Inclusion, Online Safety and Acceptable Use policies.

3. Aims and Objectives

- Provide sufficient and swift support for children and staff at risk of being bullied;
- Challenge attitudes about bullying behaviour;
- Develop an anti-bullying ethos in the school;
- Establish and maintain a record of bullying incidents and actions taken as a result.

This policy has been written in conjunction with our Anti-Bullying Focus Group.

4. What is Bullying?

Bullying is: *deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves.*

Our pupil version: *Doing something Several Times On Purpose to hurt/upset someone else*

Bullying can take many forms:

- Verbal,
- Physical,
- Threatened violence,
- Isolation,
- Ridicule,
- Emotional bullying,
- Indirect action such as spreading unpleasant stories,
- Cyber bullying
- Sexist bullying

Our school code uses the Equality Act 2010: To treat everyone Equally and Fairly regardless of:

- Age
- Disability
- Gender
- Gender Identity
- Race and Nationality
- Religion or belief
- Pregnancy
- Marriage
- Sexual Orientation

We will adhere to the legal definitions of these protected characteristics as set out by the Equality and Human Rights Commission (EHRC) code of practice (see Equal Opportunities Policy)

In some cases, bullying can be prejudice driven and some may be targeted at someone due to:

- Age,
- Race,
- Religion or culture,
- SEN or disability,
- Health conditions or appearance,
- Sexual orientation,
- Gender,
- Gender identity,
- Beliefs,
- Home circumstances.

At Tudhoe Colliery, all forms of bullying will be investigated and challenged.

Who does the policy apply to?

This policy applies to all forms of bullying within the school environment, between all stakeholders: children, staff and parents, for example:

- Children bullying each other
- Children bullying staff
- Staff bullying children
- Staff bullying each other
- Parents bullying staff

The school works hard to ensure that all stakeholders know the difference between bullying and simply “falling out”.

5. Reporting Bullying

Pupils are told, for example through regular whole school assemblies, staff reminders and PSHCE lessons, that they must report any incidence of bullying to an adult within school; also when another pupil tells them that they are being bullied or if they see bullying taking place, it is their responsibility to report their knowledge to a member of staff.

Children will be made aware they can talk to any member of staff about bullying. A ‘Bottled Up Box’ is also in place outside the Headteacher’s office for children to be able to add their names to indicate they need to talk to a member of the Leadership Team.

At Tudhoe Colliery, staff are always available to speak to parents about any concerns they may have. Parents are also informed via the school newsletters of what they should do if they have concerns about the safety of a child.

All reported incidents of bullying will be taken seriously by staff members, investigated and the results of the investigation recorded. This initial account will record details from the alleged victim and perpetrator as well as any witnesses. If bullying is not found to be occurring, the incident will still be dealt with and the person reporting will be spoken to about why it is not an incident of bullying, for example it may be a one off incident, two friends falling out, two children who just don’t like each other, or a misunderstanding.

If bullying is found to be occurring, action will be taken to ensure that the bullying desists. This action will vary depending on the situation but will involve:

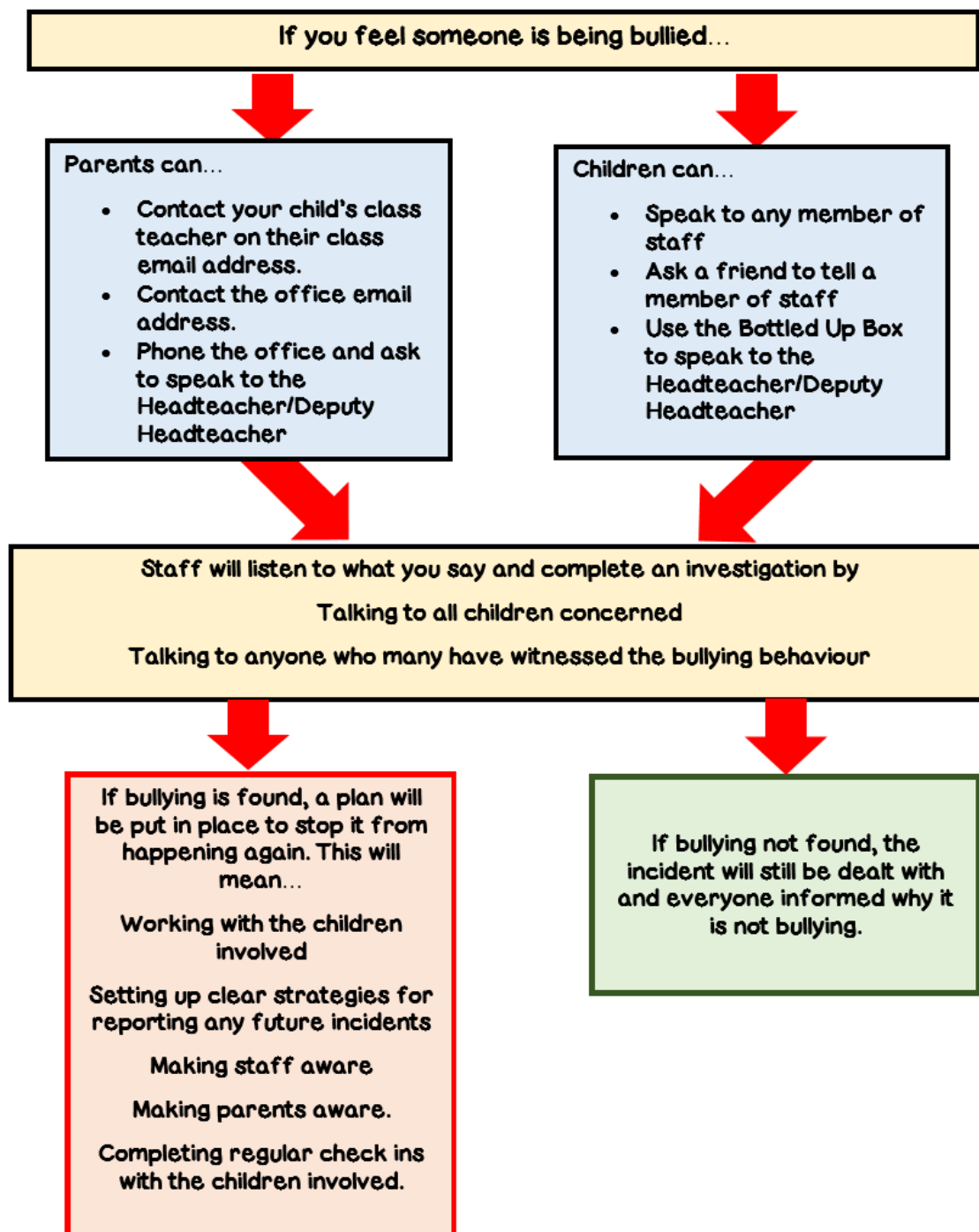
- Ensuring the victim has a way of reporting any incidents quickly to someone they feel comfortable talking to;
- Ensuring a restorative approach to restore the relationship between the children/young people involved, so it is less likely to occur again, and so that they can continue to work/play/hang out together if they wish to;
- Informing all staff;
- Informing parents;
- Using recording systems in school to record any future incidents.

It may also involve:

- Working with the SENDCo;
- Working with outside agencies such as health care professionals, behaviour teams or the police.

In order to ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all proven incidences of bullying will be reported to the Headteacher.

Bullying instances will be collated by the DHT at the end of each half term and discussed in Senior Leadership meeting to find any patterns and discuss strategies to deal with bullying/awareness raising sessions etc.



6. Involving the Whole School Community

Pupil voice meetings will be held throughout the year. These will routinely address bullying issues, but specific 'Anti-bullying' Pupil voice sessions will be held regularly to purely focus on this issue.

The school's antibullying strategy will be reviewed regularly by the anti-bullying focus group and the policy will be reviewed annually.

7. Adult Roles and Responsibilities

It is the collective responsibility of **all staff members** including lunchtime supervisors, admin staff, teaching assistants and teaching staff to:

- Report any concerns about incidents which could affect the health or wellbeing of anyone in the school to the Head Teacher or Deputy Head Teacher;
- Encourage and promote anti-bullying through directly or indirectly;
- Listen to any child or parent that has any concerns including those related to bullying incidents;
- Follow the procedures outlined in this policy when dealing with any suspected incidents of bullying.

It is the responsibility of the **Senior Leadership Team** to:

- Ensure that the anti-bullying policy is implemented in school and shared with all stakeholders;
- Promote anti-bullying in various ways, e.g. through timetabled assemblies, through conversations with children and through display work;
- Report to the Governing Body, as necessary, on any bullying issues;
- Liaise with the Local Authority, as necessary, if a period of fixed term or permanent exclusion is required;
- Support staff in dealing with bullying incidents and meet with parents as necessary to support the actions of staff members
- Keep accurate records of all bullying incidents;

The **Governing Body** will...

- Support the Head Teacher in attempts to eliminate bullying from the school;
- Monitor the incidents of bullying that occur and review the effectiveness of this policy through discussion at Governing Body meetings.

Parents/guardians will...

- Raise any concerns that they may have with their child's class teacher;
- Support the actions of the school when carrying out investigations/dealing with any incidents.
- Promote the anti-bullying work that the school does by sharing in conversations about this at home.

8. Ethos and Attainment

Our anti-bullying approach aligns with our Behaviour Wheel in school, linking to the expected behaviours of Respect Everyone and Take Responsibility. Several pupil led initiatives are in place in school to build a sense of a whole school community and empower the children to act to look after others, for example the Reception/Year 6 pen pals, the Year 5/Year 1 buddy system and the Peer Mediators.

Assemblies will be held to encourage children to embrace and celebrate difference, for example using resources from the 'Educate and Celebrate' programme and this is also covered through our PSHCE curriculum.

9. Bullying Prevention

The school's Behaviour Curriculum outlines expected behaviours within all areas of school, including the yard, corridors, toilets and classrooms and is shared regularly with all children. All staff have completed training in bullying and spotting the signs of bullying and know how to intervene if they have reason to believe bullying is taking place.

Senior leaders will organise Assemblies and special events to tackle Bullying. These will be held regularly to remind pupils of the school's expectations, procedures and provide confidence to children who are vulnerable.

10. The Curriculum

The curriculum is key to ensuring children understand the different forms that bullying can take, the impact it can have and how to respond to bullying incidents. Bullying is taught through our PSHCE curriculum, our Computing curriculum, Behaviour curriculum and our Reading curriculum.

11. Identifying Bullying

Bullying can be difficult to identify because it is often subtle, covert and rarely witnessed by adults. However, some of the warning signs can include:

- Torn clothing and damaged books

- Sudden mood swings
- Loss of belongings
- Requests to be accompanied to and from school
- Bedwetting
- Nail biting
- Nervous tics
- Sleep walking
- Flinching
- Underachievement
- School refusal
- Temper flare ups
- Physical marks
- Avoidance of certain days
- Psychosomatic illness

12. Staff Training

Staff take part in regular training on bullying to ensure they are vigilant to the signs of bullying. Training will take a variety of forms: reviews and updates of school policies and procedures, training through specialist groups such as the Bullying Intervention Group, online training and staff briefings.

13. Pupil Responsibilities

The **children** will...

- Treat others with courtesy and respect at all times;
- Not bully another person in any way;
- Look out for each other;
- Respect the differences between themselves and others;
- Ensure they are not bystanders to bullying behaviour;
- Talk to an adult immediately if they are worried about bullying.

14. Understanding context

Staff need to ensure they are sensitive in dealing with bullying incidents, understanding that these situations are often complex and that factors such as family difficulties, or SEN may impact children's behaviour or their likelihood to report/recognise incidences of bullying.

Staff understand that every bullying incident is different and there is no 'one size fits all' approach to dealing with bullying situations.

15. Outside pressures

Through Votes for Schools sessions and the PSHCE curriculum, children will be taught how to respond to peer pressure and outside influences such as extremism or bullying.

16. Parental Involvement

- Parents of bullies and their victims will be informed of the incident and the action that has taken place. Parental views will be obtained and given due consideration. They will be asked to support strategies proposed to tackle the problem. The perpetrator will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained.
- Persistent bullies may be suspended from school in line with our behaviour policy.
- Where necessary we shall call on outside support and resources such as the Behaviour Support Service and Educational Psychology Service.

7. Monitoring and Evaluation

Policy and guidance will be reviewed regularly at Senior Leadership meetings. Individual cases will be discussed and procedures evaluated.

The policy will be updated annually in conjunction with the Anti-bullying group