



**Buckshaw Primary School and Nursery**

Headteacher: Mrs S Price

# Anti-Bullying Policy

September 2024

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REVIEW DATE	September 2025



*'Learning, believing and growing together.'*

Our school is a place where bullying is not tolerated and where everyone will treat others as they themselves would expect to be treated. Any behaviour which could be described as bullying is unacceptable and will be taken seriously, investigated and dealt with appropriately. Our aim is to create a safe, disciplined environment where children are able to learn and fulfil their potential.

We recognise that bullying can be a barrier to learning and can have serious consequences for mental health. Bullying which takes place at school not only affects an individual during childhood but can have a lasting effect on their life well into adulthood.

We are aware that some children are particularly vulnerable, for example those with SEND, in care or those who are transient, and may be susceptible to being "victims." Staff are alert to these children and will raise any concerns regarding changes in their behaviour and offer support or help as necessary.

This policy links with our policies for:

- Behaviour
- Equality
- Safeguarding

The policy takes guidance from:

- The DfE advice 'Preventing and Tackling Bullying' July 2017
- DfE Cyberbullying advice 2014

### Definition

Bullying usually contains some of the following elements:

- is deliberate
- can be verbal, physical, emotional and/or psychological
- involves victimisation
- is repeated
- often occurs over a period of time
- can involve racist, sexist or homophobic elements
- is child on child abuse
- involves sexual harassment
- excluding a child from play/games/activities

It may be perpetrated by an individual or by a group. Bystanders may also be considered to be bullying and treated accordingly. We challenge the acceptance of banter and follow this up when necessary. Bullying may also occur outside school, affecting children within school e.g. through social networking or electronic communication. There are many other

behaviours which are unfortunate or unacceptable, but which cannot be described as bullying. Examples are:

- 'one-off' unpleasant comments
- rough play;
- accidental injuries;
- fights;
- clashes of strong personalities;
- behaviour which is not repeated.

However, these incidents would be deemed to be unacceptable and followed up by staff as per our behaviour policy.

### **Bullying outside school grounds**

If a parent or child has a concern about bullying outside school grounds, this can be reported to school staff and it will be dealt with appropriately.

### **Cyberbullying**

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. Children should not usually have mobile phones, or other electronic devices of their own, in school. Any mobiles should be collected at 8:55am and stored in the schools office until the end of the day. If it is reported that a device contains offensive material, the member of staff will inform the Designated Safeguarding Lead. Appropriate action will be taken and this may include informing the police.

### **Use of Derogatory Language**

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms.

### **Prejudiced Based Incidents**

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken

seriously and recorded and monitored in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

We do not tolerate bullying, discrimination, harassment, victimisation and any other conduct based on:

- race
- religion or belief
- culture or class
- gender
- sexual orientation
- gender identity
- special educational needs or disability
- appearance or health condition
- home or personal situation.

Incidents of this nature will be taken very seriously and followed up as per our behaviour policy.

### **Prevention & Inclusion**

We know our children well at Buckshaw and regularly discuss anything which may seem unusual about a child's actions which may indicate that they are being bullied. We encourage a 'telling' culture so that the children feel confident in speaking to one of their trusted adults, knowing that they will be listened to.

Our inclusive ethos means that we often discuss differences and similarities between people. This helps to prevent bullying as the children are taught that we are 'all the same inside' e.g. we share the same feelings and emotions.

We will challenge stereotypes and educate children to raise their awareness of diversity.

There are high expectations of behaviour and the children know that we should treat others as we would like to be treated. This behaviour is modelled by staff and pupils throughout school. We focus on Anti-Bullying Week each November but also support this ethos with assemblies and PSHE lessons throughout the year. Our school ethos always encourages the children to demonstrate the values of kindness and mutual respect for one another. As part of our curriculum we;

\* As a KidSafe registered school we deliver the KidSafe Programme from reception to year 6.

\* Visits from the PCSO to discuss age of criminal responsibility.

- \* Promote differences and kindness through PSHE.
- \* Take part in daily assemblies that promote schools' values and discuss a range of issues.
- \* Exploit every opportunity to teach the children the positive aspects of being a part of a diverse community/world.

## Procedures

Children have the right to be listened to and have their concerns taken seriously.

Response to suggestions of bullying will be quick and children and parents should be assured that their concerns will be dealt with. We do not promise secrecy as we may need to follow-up what children tell us.

### **1. Reporting**

All adults should be aware that a child might choose them to tell. We foster an "It's OK to tell" culture. Normally, the class teacher should be informed. She or he will be able to see any patterns. A record of any bullying incidents and any actions taken should be kept on CPOMS, our online monitoring system. If bullying is identified the headteacher and designated behavior lead should be informed. She or he should inform the head or another member of the Leadership Team. This may lead to behaviour/bullying monitoring taking place and parents would be informed.

### **2. Sanctions**

There is a range of sanctions which staff may use to discipline pupils for bullying, as detailed in our Behaviour Policy. Sanctions will be age-appropriate and fitting for the incidents. The consequences of bullying will reflect the seriousness of the incident so that others see that bullying is unacceptable. The particular needs of the perpetrator will also be considered as they themselves may need support for the root cause of the bullying.

### **3. Recording**

Records of incidents of bullying are kept, together with the action taken and any other outcomes, in records on CPOMS. These records may include details of follow-up phone calls and meetings.

## Monitoring and Evaluation

The Anti-Bullying Policy and its practice will be monitored by the Leadership Team. The head reports on instances of bullying, and action taken, to the Governing Body.