

Federation of Priddy and St. Lawrence's Anti-Bullying Policy



Ratification

Role	Name	Signature	Date
Chair of Governors	Phil Purdy	<i>Phil Purdy</i>	April 2025
Head Teacher	Sharon Foxall	<i>S. Foxall</i>	April 2025

Details of Policy Updates

Review Cycle	Date of Current Policy	Author(s) of Current Policy	Review Date
Two Years	April 2025	Elissa Lodge	April 2027
Two Years	September 2023	Elissa Lodge	March 2025

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We are committed to safeguarding and promoting the welfare of children and young people and all staff share this commitment. If you have a concern about the welfare or safety of a child please speak directly to Mrs. Foxall (DSL) or Mrs. Thomas or Miss. Smout (DDSL)

www.priddyandstlawrences.co.uk

Rational

As a school we feel it is important to promote a caring positive environment where everyone feels safe, secure and respected. Every child has the right to feel safe in school and enjoy their education without the threat of bullying behaviour. Our approach is to build the children's self-esteem and confidence and to be consistent across the school. We intend that the policy is clearly understood and shared by all, children, staff and parents.

The anti-bullying policy takes its place within the general aims of the school. It has close links to the Child Protection, Behaviour, Equalities and RSHE policies.

The Federation of Priddy and St. Lawrence's definition of bullying is:

Bullying is ongoing, deliberate behaviour that upsets the victim. It is behaviour that is targeted and selective and can be direct (physical or verbal) or indirect (e.g. being ignored or cyber bullying). It may be one person or a group.

Priddy and St. Lawrence's Federation School Procedure:

We prioritise the use of restorative approaches with the children. A restorative school is one which takes a restorative approach to resolving conflict and preventing harm. Restorative approaches enable those who have been harmed to convey the impact of the harm to those responsible, and for those responsible to acknowledge this impact and take steps to put it right.

Restorative approaches put the harmed person at the centre and make the harmer accountable. It is a balanced approach which explores reasons for the behaviour and allows the children to take responsibility for their actions and any actions they need to do to put the problem right.

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

Prevention & strategies to reinforce Priddy and St. Lawrence's Federation on Anti-bullying:

- Children are made aware of the strategies to deal with low level issues and what to do in different situations including situations of cyberbullying.
- Children participate in role play work in class as part of PSHE lessons.
- Making use of curriculum opportunities to raise pupil awareness e.g. through RE, cross curricula themes, drama, story writing and literature
- A whole school reward system linked to our Relationships for Learning Policy.
- Good quality role models.
- Children & parents have a good knowledge of the procedure/policy
- Children have a clear understanding of their rights & responsibilities
- E-safety frequently discussed and taught
- Adult modelling of appropriate response to a wide range of scenarios
- Adults to deal with a situation, even if minor. Talking with the children may prevent the situation escalating.

If bullying is suspected, we will:

- Talk to the harmed (victim) person, and any witnesses individually using Restorative Approaches procedures and questions.
- Identify the harmer (bully) and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated.
- If the harmer owns up, then they are given the chance to put things right. If not, then sanction procedures outlined in the Relationships for Learning and Behaviour Policy will be followed.
- **Record incidents of bullying on CPOMs**
- Consistently use Restorative Approaches procedures with all children.
- Involve all parties together to discuss the issues if agreed by all parties
- Allow children time to sort things out.
- Support & empower children to resolve the conflict & understand their role in the issues
- Establish an agreement between the children where needed
- Inform parents
- Follow up with further discussions with individuals as and when appropriate
- When necessary support children individually or together
- If the incidents persist and are causing a health and safety issue then the Head Teacher could instigate exclusion procedures.

Sanctions (taken from the Behaviour Policy)

- Miss break times and lunchtimes and other privileges.
- Parents are contacted to explain the situation with the aim of working together to put into action a behaviour modification programme
- Exclusion for one or more days. This can be imposed immediately if the behaviour is severe
- Permanent exclusion will be used as a last resort.

Sanctions will be applied which correspond with the seriousness of the incident.

The role of governors

- The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying, and to report to the governors about the effectiveness of school's anti-bullying policy.
- If parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Head Teacher. If they are still concerned, they should contact the Governing Body via clerk.

The role of the Head Teacher

- It is the responsibility of the Head Teacher to implement the school Anti-Bullying Policy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the Anti-Bullying policy within the Head teacher report to Governors.
- The Head Teacher ensures that all children know that bullying is unacceptable behaviour.
- The Head Teacher ensures that all staff, including midday supervisors, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- The Head Teacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.

The role of all staff

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.
- All adults to deal with situations quickly and by using Restorative Approaches methods to prevent situations escalating.
- All adults to follow up what they have actioned.
- Teachers are responsible for recording all incidents of bullying that happen in their class, and that they are aware of in the school. If a child is being bullied or is bullying others, the class teacher will inform the child's parents and the Head Teacher. This is recorded on CPOMS
- When any bullying taking place between members of a class, the teacher will deal with the issue immediately, in accordance with The Federation of Priddy and St. Lawrence's procedure, including counselling and support for both the victim and perpetrator of the bullying.
- All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.
- A range of methods are used to help prevent bullying and to establish a climate of trust and respect for all.

The role of parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child on the playground or their parents or involve an older child to deal with the bully.

- Please inform school immediately and we will deal with it following the school procedures.
- It is important that you advise your child not to fight back. It can make matters worse! Change to It is important that you advise your child not to fight back to ensure the situation is not escalated.
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately. Remember incidents are confidential, do not discuss them with other parents on the playground. Speak to school staff if you have concerns.
- Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.
- If parent who is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Head Teacher. If they are still concerned, they should contact the Governing Body via clerk.

The role of children

What Can Children Do If They Are Being Bullied?

Each term or when incidents occur, class teachers will discuss bullying and reinforce the following strategies:

- Remember that your silence is the bully's greatest weapon.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset or scared. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be strong inside – say "No!". Walk confidently away. Go straight to a teacher or member of staff.
- If you are getting emails, texts or messages that make you feel uncomfortable please save them and show them to an adult. Do not respond to them.
- Fighting back may make things worse – don't do it. Change to Fighting back physically, verbally or with other actions, may make things worse – don't do it.
- Generally, it is best to tell an adult you trust straight away. You will get immediate support.
- Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

What do you do if You Know Someone Is Being Bullied?

- Take action! Tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- Do not take direct action yourself.

Monitoring and review

This policy is monitored on a day-to-day basis by the Head Teacher, who reports to governors regularly about the effectiveness of the policy.

This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the school's behaviour log on CPOMS, where incidents of bullying are recorded, and by discussion with the Head Teacher. Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.

This policy will be reviewed in accordance with the school's review cycle, or earlier if necessary.