



ENGLEFIELD CE PRIMARY SCHOOL ANTI-BULLYING POLICY

Sowing the seeds for a flourishing future

Purpose & Background

The Governing Body and staff Englefield CE Primary School are committed to providing a caring, friendly and safe environment for all of our pupils so that they can flourish in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school as we believe that every child is special in God's eyes and should be treated with dignity and respect. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively. We encourage all members of the school community to work against and report any incidents of bullying.

Child on Child Abuse

Child-on-Child Abuse can include bullying but has wider safeguarding implications. All our staff are aware that children can abuse other children and that it can happen both inside and outside of school and online. They also understand the importance of challenging inappropriate behaviours between children that are abusive in nature.

Policy Objectives

The Governors, Headteacher and all staff will:

- Give all staff responsibility for all children
- Encourage children to report all incidents of bullying
- Ensure that children and parents know that all reports will be followed up
- Give support to the person who is being bullied
- Help the person who uses bullying behaviour to recognise their actions and change them to prevent repetition.

The school will respond to reports of bullying or other forms of child-on-child abuse by:

- Dealing promptly with all incidents and complaints
- Ensuring all complaints go to the class teacher and headteacher in person and via CPOMs
- Informing and involving the parents with explanations of the action taken
- Reporting serious incidents to the Governors and the Local Authority via CREST
- Following the school's agreed Complaints Procedures where necessary.

Management of Policy

School: This policy is implemented and managed by the Headteacher and all school teaching staff.

Governing Body: The Governing Body (led by the Development Committee) will monitor, review and update this policy.

Review: This policy will be reviewed in accordance with the agreed cycle of review or whenever there is a need to comply with new legislation or codes of practice, new initiatives, changes in the curriculum, developments in technology or changes to the physical environment of the school.

Approved: **Autumn 2024**

Next Review: **Autumn 2026**

Associated Policies:

Positive Behaviour for Learning, PSHE, Safe-guarding/Child Protection, Equality

APPENDIX

A definition of bullying

There are many definitions of bullying but there is general agreement about the essential components of the definition. In this policy the emphasis is very much on **defining the behaviour, not labelling the people involved**.

The definition of bullying behaviour includes the following elements:

- Not a one-off event, but **sustained and persistent over time**
- Not accidental, not a bit of fun, not just playful but a **deliberate intention or desire to inflict hurt, distress, or humiliation, to intimidate, threaten or frighten someone repeatedly over a period**.
- **Cumulative**: builds up with experience of success and status, may influence others to join in, may escalate
- **Abuse of power**.

Examples of bullying behaviour

Bullying can be:

- **Physical**
Includes hitting, kicking and all forms of physical violence, taking belongings, damaging belongings, extortion.
- **Emotional**
Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures) , social exclusion.
- **Verbal/Mental**
Includes teasing, name calling, making offensive remarks.
- **Racist**
Racial taunts, graffiti, gestures.
- **Sexual**
Unwanted physical contact or sexually abusive comments.
- **Homophobic**
Focusing on the issue of sexuality.
- **Cyber**
Relates to all areas of internet, such as email & internet chat room misuse, mobile threats by text messaging or calls, misuse of associated technology, e.g. camera and video

Further guidance can be found in the West Berkshire LA Anti-Bullying Policy and Guidance document if required.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine/behaviour
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Child-on-Child Abuse

Child-on-child abuse is most likely to include, but may not be limited to:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying)
- abuse in intimate personal relationships between children
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse)
- sexual violence such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence)
- sexual harassment such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse
- causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party
- consensual and non-consensual sharing of nude and semi-nude images and/or videos (also known as sexting or youth produced sexual imagery)
- upskirting which typically involves taking a picture under a person's clothing without their permission,
- initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element).

Prevention and Support

- Friendship and bullying are covered in PSHE and Citizenship lessons
- Anti-bullying and Childline posters displayed around school
- Safeguarding Team posters displayed around school
- Regular safeguarding updates sent to staff and parents
- Circle time activities in class
- Concern boxes in classes
- Issues dealt with swiftly, at an early stage
- Books on bullying available in the school library
- The teaching of playground games and the use of Buddies and Buddy bench in the playground
- Sports Ambassadors
- 'Socially Speaking'
- ELSA
- Referral to Emotional Health Triage