

# Terling C of E (Aided) Primary School



## Anti-Bullying Policy

Flourish and Shine in all that we do  
"Those who are wise will shine like the brightness of heavens"  
Daniel 12:3

RATIFIED: October 2024  
REVIEW: October 2026  
Signed:

Chair of Governors

At Terling Primary School, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

At Terling Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their Local Authority's safeguarding team.

This policy is closely linked with our Behaviour and Relationships Policy, our Safeguarding and Child Protection Policy, our School Code of Conduct and the School's Vision and Values. The policy is also linked to the Church of England document, "Flourishing for All: Anti-bullying Guidance for Church of England Schools" (Sept 2024).

## **Principles**

It is the responsibility of the governing body and the Headteacher to ensure that all members of the school community work within a safe and enabling environment.

We value pupils developing 'respect, trust, courage and truthfulness' with our school vision to 'Flourish and Shine in all that we do' (Vision and Values).

The four guiding principles of the Early Years Foundation Stage underpin our Anti-Bullying Policy from the moment a pupil enters our school, and throughout their time at Terling Primary School. They are:

- every pupil is a unique pupil, who is constantly learning and can be resilient, capable, confident and self-assured;
- pupils learn to be strong and independent through positive relationships;
- pupils learn and develop well in enabling environments, in which their experiences respond to their individual needs and there is a strong partnership between practitioners and parents and/or carers
- pupils develop and learn in different ways and at different rates including pupils with special educational needs and disabilities.

"Flourishing for All: Anti-bullying Guidance for Church of England Schools" states, "at the heart of a deeply Christian vision for schools is an upholding of the worth of each person: all are made in the image of God – and are thus innately worthy of dignity and honour. The

hallmark of authentic, life-giving relationships is recognition of the uniqueness and value of the other so that all are welcomed wholeheartedly. Each individual should be able to flourish, irrespective of physical appearance, gender, race, religion, ethnicity, socio-economic background, academic ability, disability, age or sexual orientation.

*Full* flourishing is only possible when each and every member of our school community has a sense of belonging, makes academic and vocational progress and has success open to them, feels safe and secure, can participate in school life and believes that a hope-filled future can and will be theirs. Therefore, any barriers to full flourishing must be address as a matter of urgency.

## **Aims**

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils.

We aim for all pupils to reach their potential academically, socially and personally through learning and playing in a safe and secure environment.

## **Bullying Definition**

At Terling Primary School, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE lessons.

The Department for Education defines bullying as 'behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally
- Often aimed at certain groups, for example because of race religion, gender or sexual orientation

## **Types of Bullying**

Bullying behaviours that might occur:

### **In-school bullying**

Bullying actions on the school site might include:

- Use of discriminatory or offensive language, name-calling
- Physical harm, including threats of physical harm
- Coercive and harmful sexual behaviour
- Damage to property or stealing
- Repeated exclusion from groups, games and other activities
- Intentional ignoring to cause hurt
- Sharing of untrue or private information without permission

### **Off-site bullying**

Bullying actions (such as those above) which occur off the school site. This includes bullying which takes place on the journey to and from school. Schools retain powers to tackle these behaviours, even if they occur off-site.

### **Online bullying (cyber-bullying)**

Bullying actions which occur online, such as through social media or messaging apps. These can include:

- Use of discriminatory or offensive language, name-calling
- Threats of physical harm
- Attempts to coerce another into unwanted sexual activities
- Repeated exclusion from groups, games and other activities
- Intentional ignoring to cause hurt
- Sharing of untrue or private information without permission
- Creation and sharing of images intended to denigrate or shame another person
- Inappropriate or unkind commenting on social media posts

Research shows that more than likely, bullying will cross over two or more of these contexts, so that it feels pervasive to the whole of life

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#### ➤ Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Children having caring responsibilities
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian, bisexual or transsexual
- Those suffering from health problems, including mental health

### **Signs of Bullying**

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

- Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.
- Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.
- Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

## **Bullying Prevention**

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through Collective Worship, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-bullying Week' is held to further raise awareness.

E-safety is an important part of the Curriculum and information for parents is included in newsletters and on the school's website. E-safety workshops are held to raise parents' awareness of cyber-bullying. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

## **Behaviour and Relationships Policy**

Our Behaviour and Relationships Policy includes rewards and consequences which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

## **Responding to Bullying**

All cases of alleged bullying should be reported to the Headteacher.

In any case of alleged bullying, either the class teacher, the Headteacher, or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.

If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The consequences of their actions on the victim(s) should fully explained to the perpetrator(s). Both parties should be clear that a repeat of these behaviours will not be acceptable.

All bullying incidents must be recorded. Parents of both parties should be informed.

If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and logical and educational consequences as deemed necessary. Any necessary action should be taken until the bullying has stopped.

## **Listening to children**

It is important that children are and feel that they are listened to when discussing or disclosing any potential incidents of bullying.

- Listen to the child

- Take them seriously
- Show empathy
- Let the child know it's not their fault
- Avoid stereotypes
- Reassure them they were right to tell you
- Follow our procedures for reporting concerns

### **Remember**

- Bullying can have a huge negative impact on children – in the short and long term
- Be on the lookout for signs of bullying, and be aware of who might be more vulnerable
- Report any concerns you have
- Take prejudice-based bullying seriously and listen to children