

Holy Trinity Pewley Down:

A Federation of

Holy Trinity Church of England Junior School and Pewley Down Infant School, Guildford

Anti-Bullying Policy

Introduction

We are committed to providing a caring, friendly, safe and Christian environment for all our pupils so that they can learn in an atmosphere of tolerance, mutual respect and co-operation. We encourage children to become confident, independent learners who can contribute positively to our school and wider community, and who will respect the needs and values of others as they themselves grow up.

We believe:

- All bullying of any sort is unacceptable.
- Pupils who experience bullying, or who are involved with bullying, will be supported.
- Families and carers of all children involved will be contacted, involved and supported while incidents are investigated and dealt with.
- We recognise the effects that bullying can have on pupils' feelings or worth and on their school work, and the school community will actively promote an anti-bullying environment. All children will be encouraged to report any concerns about bullying behaviour to their class teacher or to any member of staff that they feel able to confide in and talk to.

We believe that every child has the right:

- To feel safe
- To have friends of their own choice
- To expect all people to be kind and considerate towards them
- To be listened to
- Not to have to fight or use physical aggression
- Not to be made fun of
- Not to be scared of children or staff
- Not to be scared to come to school
- Not be subjected to any forms of violence or intimidation

What is bullying?

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the targeted person to defend themselves. It can take many forms.

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Verbal bullying: name calling, insults, threatening language, offensive remarks
- Indirect bullying: spreading gossip or malicious stories about someone; excluding someone from social groups
- Being a bystander: ignoring the bullying behaviour of others around you

- Physical: pushing, kicking, hitting, punching or any use of violence
- Racial: racial taunts, harassment
- Sexual: unwanted physical contact or sexually abusive comments, including exploitation
- Homophobic: because of, or focussing on, the issue of sexuality
- Cyber bullying: any form of bullying using a mobile phone, chat rooms, social networking sites, instant messaging or email
- Faith-based bullying: Using insulting or derogatory names for another group because of their differing religious beliefs (including when due to radicalisation)

It may also be:

- The same person or group always leaving someone out.
- Someone making threats of violence against someone else.
- Someone damaging or hiding someone else's kit, clothes or belongings deliberately.
- Someone trying to force someone else to do something they do not want to do.
- Someone demanding money/goods with threats.

Radicalisation:

As a school we recognise that safeguarding against radicalisation is as important as safeguarding against any other vulnerability. Appendix 3 of the Child Protection (Safeguarding) Policy sets out our beliefs, strategies and procedures to protect vulnerable individuals from being radicalised or exposed to extremism, by identifying who they are and providing them with support.

Responding to incidents

WHAT WILL WE DO AS A SCHOOL?

All reports will be taken seriously and in the first instance will be followed up by the class Teacher (CT). Safeguarding is a priority for all staff; regular training reminds everyone of the need for professional curiosity, and to have a belief that "it could and sometimes does happen here".

Children will be reassured that they do not deserve to be bullied and that it is not acceptable. If the CT feels it is necessary to do so, and it is clear that bullying has taken place, the CT will seek support from a member of the senior leadership team. Any serious incidents are also logged on CPOMS, our online recording system for safeguarding concerns, as part of building a complete picture. More minor incidents are logged in individual class logs ("pink books").

- We will assure them that it was right to report the incident.
- We will encourage them to talk about how they feel.
- We will try to ascertain the extent of the problem.
- We will engage them in making choices about how the matter might be resolved.
- We will try to ensure that they feel safe.
- We will discuss strategies for being safe and staying safe.
- We will ask them to report immediately any further incidents to us.
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.
- We will involve their friends/older pupils in peer support/buddy system/mediation if appropriate.

The following will happen:

- We will interview the pupil (or pupils) involved in bullying separately.
- We will listen to their version of events.
- We will talk to anyone else who may have witnessed the bullying.
- We will reinforce the message that bullying is not acceptable and that we expect bullying to stop.
- We will consider sanctions under our school's rewards and behaviour policy.
- We will keep records of incidents that we become aware of and how we responded to them (either on CPOMS or for more minor incidents, in the class "pink books").
- We will follow up after incidents to check that the bullying has not started again.
- We will also work with pupils who have been involved in bullying others to ascertain the sort of support that they themselves might need.
- We will use age-appropriate strategies to prevent further bullying, calling upon ELSA support (either in groups or 1:1), HSLW involvement, games, puppets, role play, conversation and peer mentoring
- We will inform the parents/guardians/carers of the children involved.

We will use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. through the PSHE curriculum, Thoughtful Times and through our Assembly programme.

Further possible steps:

- The child will be warned officially to stop offending.
- The child may be excluded from the school playground at break and/or lunch times.
- In extreme circumstances we may arrange for the child to be escorted to and from the playground.
- If the child does not stop bullying he/she will be suspended 'in house' for a minor fixed period (one or two days).

If there is no obvious alteration in behaviour, the school will seek further professional advice to support all involved parties.

As a parent:

If you or your child have concerns about bullying, or if you feel that someone is being bullied, please inform the school via the class teacher or a member of the SLT immediately.

The following websites may be of help or interest to you:

- www.childline.org.uk
- www.thinkuknow.co.uk
- www.bulliesout.com
- www.respectme.org.uk
- www.bullying.co.uk
- www.samaritans.org

Review:

The Governing Body of HTPD first adopted this policy in 2010. It will be reviewed annually.

Date last reviewed: February 2023

Date for next review: February 2024

Signed:

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