



THE NEWARK TRUST

PYRFORD CHURCH OF ENGLAND PRIMARY
SCHOOL

ANTI-BULLYING POLICY

Approval Date: Autumn 2023

Review Date: Autumn 2024





At Pyrford Church of England Primary School, in line with 'Every Child Matters', we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential.

We would expect pupils to feel safe in school and on school related journeys, including that they understand the issues relating to safety, such as bullying and that they feel confident to seek support from school should they feel unsafe.

Policy development

This policy was formulated in consultation with the whole school community.

Pupils contribute to the development of the policy through the school council, circle time discussions, etc.

There is a pupil friendly version of the policy which is displayed around the school.

Roles and responsibilities

The Head Teacher – Has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and appointing an Anti-bullying coordinator who will have general responsibility for handling the implementation of this policy.

The Anti-bullying Coordinator in our school is Lizzie Wright

Their responsibilities are:

- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour

The nominated Governor with the responsibility for Anti-bullying is: Chris Newell



THE NEWARK TRUST

All staff at this school have a responsibility to model respectful behaviours both towards pupils and towards other adults.

Definition of bullying

‘Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally’.

Safe to Learn: embedding anti bullying work in schools (2007)

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required.

What does bullying look like?

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- cyber bullying – using the internet and social media platforms to send inappropriate messages or images to an individual or group or sharing incongruous information and comments about others
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

National Support School
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Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Specific types of bullying include:

- physical bullying
- direct verbal bullying
- relational bullying
- cyber-bullying
- bullying related to special educational needs or disabilities
- Sexist / transgender / homophobic bullying
- bullying related to race, religion or culture
- bullying of young carers or looked after children or otherwise related to home circumstances

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Bullying can take place between:

- young people
- young people and staff
- between staff
- individuals or groups

Reporting and responding to bullying

Our school has clear systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders). Parents/carers should talk to any member of staff (face-to-face, by email or phone call).

All reported incidents will be taken seriously and investigated involving all parties.

On an incident of bullying being reported the school will take action and:

- interview all parties
- inform parents
- may decide to put in an appropriate intervention such as: restorative approach, buddy system, time to talk, circle of friends, individual work with victim, perpetrator or a referral to outside agencies
- refer to the behaviour policy and the school's sanctions





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- follow up especially keeping in touch with the person who reported the situation, parents/carers
- give support for both the victim and the bully.

Recording bullying and evaluating the policy

Bullying incidents will be recorded by the member of staff who deals with the incident on the electronic system.

The information collated will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy.

This information will be presented to the governors as part of the annual report.

The policy will be reviewed and updated biennially. The policy review will be linked to the School Improvement Plan, working towards a more inclusive ethos across the school community.

Strategies for preventing bullying

As part of our ongoing commitment to the safety and welfare of our pupils we at Pyrford Church of England Primary School have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- Assembly themes which encourage development of social, moral, spiritual and cultural education
- PSHE/citizenship
- Specific curriculum input on areas of concern such as Cyberbullying and e-safety
- School Council
- Extended schools
- Young Leaders
- Playground Friends
- Parent information events/information
- Staff training and development for all staff
- Counselling for specific pupils
- Links with the Behaviour Support Service and CAMHS





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Links with other policies

Behaviour Policy

Child Protection & Safeguarding Policy

Acceptable Use Policy - Cyberbullying and internet safety

Equalities Policy - Race, Sexist, Sexual, Transphobic, Homophobia, SEN and Disability

PSHE Policy

Complaints Procedure

