

# ARNESBY C E PRIMARY SCHOOL

## BEHAVIOUR AND ANTIBULLYING POLICY



**Vision “Where every child shines”**

**Values:**

**Curiosity** – opportunities for children to achieve their best and have positive learning attitudes.

**Respect and thankfulness** – for others, our environment and celebrate our differences.

**Independence**- a sense of responsibility for ourselves and the world around us.

**Resilience**- showing courage, determination and perseverance

**Forgiveness and honesty** – living by our values and morals

**Teamwork and Koinonia**- working together in our community with love for all.

*“Be kind to one another, tender-hearted, forgiving one another,  
as God in Christ forgave you.”  
Ephesians 4:32*

Date of Review:	November 2024
Next Review:	November 2025
Approval By:	Governing Committee
Review Frequency	12 months

**Signature:** \_\_\_\_\_ **(Chair of Governors)**

**Print Name:**

**This school is committed to safeguarding and promoting the welfare of children and this policy supports this commitment.**

### **Embedding Pupil Safeguarding Awareness in the Curriculum**

All teachers incorporate elements of safeguarding into their lessons where appropriate. This involves:

- Informal conversations;
- Teacher/pupil discussions;
- Briefings for outings and trips (road safety/stranger danger etc) ;
- The implementing of our e-Safety Policy regarding ICT usage;
- An awareness of any potential hazards in lessons – identifying risks and dangers;

Safeguarding is also about pupils' emotional well-being. Teachers encourage pupils to speak out if there is something worrying them, or if they are aware of, or witness something unacceptable, untoward or disturbing. Teachers promote tolerance and respect for each other and acceptance of individual differences. Teachers help pupils develop confidence and resilience and discuss what to do if things go wrong. They are approachable and show their willingness to help pupils at all times.

### **British Values**

At Arnesby C of E Primary School we promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

This includes:

- paired and group work as sharing and working together
- making choices with an understanding that the freedom to choose and have other views is respected and tolerated
- debating social issues with an understanding of how people can influence decision-making through the democratic process
- an appreciation that school rules protect individual children and is essential for their wellbeing and safety
- an acceptance that other people having different faiths or beliefs to oneself (or having none) are accepted and tolerated without discrimination through school council elections, persuasive writing, and by promoting our Christian school values and Fruits of the Spirit as guidelines for behaviour choices.

## **Arnesby Church of England School**

### **Anti-bullying policy**

At Arnesby Primary School we believe that all the people have the right to come to school without the fear of being bullied. If bullying does occur, pupils should be able to tell without fear of further bullying or discrimination. Incidents will be dealt with promptly and effectively with support for both the perpetrator and victim. We believe pupils will learn best in a safe and calm environment that is free from disruption and in which education is the primary focus.

This policy aims to:

- Help all members of our school community, including children and parents, to understand what bullying is and what they can do about it if they are being bullied.
- Make sure all members of school staff follow the same approach in dealing with bullying (this includes governor's and visitors to the school)

#### **What is Bullying?**

Bullying is different to other forms of aggressive behaviour in that it is 'behaviour by an individual or group, repeated over time that intentionally hurts another individual or group either physically or emotionally.

Reference DfE - Preventing and Tackling Bullying 2017.

[Preventing and tackling bullying](#)

We use the working definition of Several Times On Purpose (STOP). Bullying can take many different forms:

Relational: Repeatedly being unfriendly, excluding, teasing, or threatening ridicule.

Material: Damage to belongings, extortion.

Physical: Pushing, kicking, hitting, punching, or any repeated use of violence.

Verbal: Repeated name-calling, sarcasm, spreading of rumours, teasing.

Specific types of bullying can be:

- Related to race, religion or culture.
- Related to disability/ SEN, making fun or mimicking someone with SEN or with a physical or mental disability.
- Related to appearance or be sexual in nature
- Homophobic
- Cyber bullying, intimidating or offensive emails, texts, instant messages and through social networking sites.

Bullying can occur between pupils as well as between adults to pupil or pupils to adult.

#### **Reporting and Responding to Bullying:**

Everyone in the school community has a responsibility to report bullying, including pupil bystanders, parents and any member of school staff (including governors and school visitors).

### Procedures for Children:

1. Tell someone: report incidents to a member of staff, a family member or another child who can tell someone.
2. Post a message in the worry box to tell staff if you are worried about a bullying incident you have been involved in, or you have seen happening.
3. All people involved in the reported incident(s) will be spoken to.
4. The bullying behaviour or threats of bullying will be investigated and the bullying to be stopped as quickly as possible.
5. Staff will decide the best strategies to use support both the victim and the bully and to prevent any further incidents taking place.
6. Staff will decide what consequences to apply following the school's behaviour policy.
7. If it is confirmed to be bullying, parents will be told and will be asked to discuss problems with the Headteacher.
8. The Headteacher will always be informed if bullying is confirmed and this will be logged in the schools C-POMs system to record and track bullying behaviour.
9. Staff will periodically 'check-in' with you to ensure you feel safe and happy at school and that there is no reoccurrence of the bullying behaviour.
10. If you have been a witness to an incident you know to be, or suspect to be, bullying it is your responsibility to tell someone.

### Procedures for member of staff:

1. Record all behavioural incidents on CPOMs. Apply consequences in accordance with the behaviour policy. Class teacher to routinely monitor CPOMs for patterns of behaviour.
2. Reassure whoever has reported the incident that they have done the right thing in telling someone and that the incident will be fully investigated before future action is decided upon. If it is the victim who is reporting the incident, reassure them that they have done nothing to 'deserve' the bullying.
3. Remain vigilant to the 'silent' signs that bullying may be taking place (see appendix 1)
4. Following any reported bullying incidents, talk to all children involved separately and record any vital information. If unable to investigate the incident fully it should be referred to the class teacher or a senior member of staff.
5. In the case of serious incident, it must be reported to the Headteacher and any confirmed instances of bullying recorded on CPOMs.
6. Parents must be informed of any given sanctions following the school's behaviour policy. In the case of a confirmed bullying incident the parents of both the bully and victim will be contacted at the earliest opportunity.
7. Depending on the nature of the incident and whether it has happened previously, the incident will be dealt with through one of or a combination of :
  - a) Restorative discussion with the children involved mediated by an appropriate adult
  - b) Letter to parents
  - c) Time off the playground
  - d) Internal exclusion
  - e) Missing a visit or special events
  - f) A fixed term exclusion
  - g) A permanent exclusion
8. In all cases, the perpetrator will be warned that a repeated incident could lead to exclusion.
9. In serious cases the Headteacher, or senior member of staff, will decide upon appropriate sanctions depending on the severity of the perpetrator's behaviour. The bully, and their parents, must be helped to understand any given sanctions and that bullying will not be tolerated.
10. The Headteacher, in conjunction with the class teacher and parents will decide upon, apply and monitor appropriate strategies to support both victim and perpetrator.

- i. Strategies to build confidence, friendship skills, self-esteem and assertiveness may be considered appropriate.
- ii. Strategies to manage aggression, build friendship skills and to structure 'trigger' moments may also be considered appropriate
11. Following an incident of confirmed bullying all members of staff will be informed and the perpetrator(s) and victim monitored for future occurrences.
12. At any point during this process if the incident is thought to be severe, exclusion procedures may begin.
13. The Headteacher will analyse information provided in CPOMs termly and decide any appropriate further actions (e.g. policy change, training requirements etc..)
14. If an incident reported to you, it is your responsibility to investigate it fully, or ensure it is referred to someone who can. Details must be recorded using the guidance above.

#### Procedures for Lunchtime Supervisors:

1. Inform class teachers of all incidents that happen during lunch times
2. Investigate any incidents as fully as possible at the time of reporting. If it is not possible to do this refer any incidents to the class teacher, learning mentor or senior member of staff.
3. Be vigilant to patterns of behaviour, including warning signs suggestive of bullying and report any concerns.
4. Report to the Headteacher if there are any concerns.
5. If an incident reported to you it is your responsibility to investigate it fully, or ensure it is referred to someone who can. Details must be recorded using the guidance above.

#### Procedures for Parents:

If you think that your child is being bullied, reassure them of your support and contact your child's class teacher or the head teacher at school.

If the child will talk to you about the bullying write the information down and try to include details such as the name of the bullies/bully, any witnesses and the time and place of each and every incident. This information can then be passed on to the class teacher or Headteacher. This will help to gain a clearer picture and everyone involved can discuss the incidents.

It is important to contact a member of staff as soon as possible if you have concerns.

#### Procedures to follow when bullying occurs outside of the school:

Conduct that threatens the health and safety of pupils, staff or members of the community will not be tolerated. The Headteacher has the power to regulate the behaviour of pupils off site.

- Bullying on school trips and at clubs off site:  
When out of school for trips/activities/ clubs members of staff should follow school policies and procedures to safeguard and protect the children, as we do in school.
- Bullying by a pupil from Arnesby School:  
Parents or members of the community should report any bullying behaviour to the Headteacher. The Headteacher will consider the evidence available and if the claim is proven will impose sanctions in line with the school's general behaviour policy. If the behaviour is considered serious and an offence may have occurred the Headteacher will refer the incident to the local community police officer.
- Bullying of a pupil by a pupil from another school:  
The Headteacher will report the incident to the Headteacher of the school involved and inform the local community officer if the incident is serious.
- Bullying of a member of staff:  
All staff has the same rights of protection from bullying and intimidations any citizen in a public place. They can report the matter to the police and also the Headteacher who will apply

disciplinary sanctions in line with the school's behaviour policy. This also includes cyber bullying outside of school.

### Prevention of Bullying

We are committed to creating an anti-bullying ethos and positive learning environment where all children and adults feel safe, valued and able to thrive and reach their full potential. We will be proactive in preventing bullying, and recognise that a wide range of strategies may be necessary to address bullying depending on the circumstances and the age and ability of the children involved.

### Ethos

- A strong Christian Ethos is promoted throughout all aspects of school life. Our individual differences are celebrated and respected. We celebrate and encourage positive and cooperative behaviour in all aspects of our school life.
- A clear behaviour policy consistently applied throughout the school that clearly defines acceptable and unacceptable behaviour together with clear consequences and rewards.
- A rigorous method of recording serious behaviour incidents in behaviour logs, monitoring this routinely for patterns of behaviour.
- Participation in anti bullying week teaching what constitutes bullying and its consequences
- Prayer and reflection tables fostering independent problem solving skills and use of scripted language.
- Staff actively demonstrate that every child is a valued member of our school community.

### Curriculum

- A comprehensive PSHE curriculum
- Nurture groups support children who appear to be having difficulty with relationships within school.
- Links with Local police informing children of their legal rights and responsibilities outside of the school.
- Cyberbullying taught routinely as part of the ICT curriculum

### Lunch and Breaktimes

- Structured and varied activity and supervision zones on the playground ensuring the outside environment is stimulating and safe.
- Buddies / playleaders active during lunch and break times.
- Close supervision of any vulnerable children.
- All staff are alert to the 'silent' signs that children who may be bullied may show (see appendix 1)
- All staff given up to date safeguarding training.
- All staff to have an understanding of the school anti-bullying policy, procedures and local and national guidelines
- Appropriate awareness training for all staff, including lunchtime supervisors, ensuring they have the knowledge needed to carry out prevention and support strategies effectively.

### Home-school links:

- Classroom staff to greet at parents/carers at the door during drop off/pick up time. Opportunities for phone, email or appointments to be made easily allowing parents to voice any concerns with the class teacher or Headteacher.
- Information available online and in communications sent home (i.e. letters, flyers and newsletters) as to what constitutes bullying and the procedures to follow.

### Preventing Bullying Outside of school

- Reporting and monitoring system in place to record any incidents of bullying that occur outside of the school.
- Use of extended hours (i.e. breakfast club, after school clubs) to stagger drop off/pick up times if necessary and to manage 'trigger times'

### Communication

This policy is to be shared with Parents, Governors and all staff at Arnesby. This policy, along with others, can be found on the school server where it is the responsibility of all staff to ensure that they understand the policy and the procedures of reporting a bullying incident.

### **Appendix 1 - Signs of bullying**

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

- Becomes frightened walking to or from school or changes their normal route to school.
- Starts begging to be driven to school.
- Is unwilling to go to school.
- Changes their usual routine
- Begins truanting
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Has nightmares or cries themselves to sleep.
- Begins to do less well in school work.
- Starts to steal or frequently asks for money
- Possessions are damaged or 'go missing'
- Has unexplained cuts or bruises.
- Gives improbable excuses for any of the above
- Becomes aggressive, disruptive or unreasonable.
- Is frightened to say what's wrong.
- Is bullying other children or siblings
- Stops eating
- Is nervous to use the internet or mobile phone.

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

Website links for information and reference

#### **Anti-bullying alliance**

[Anti-Bullying Alliance](#)

#### **National bullying Helpline**

[National Bullying Helpline contact information](#)

#### **NSPCC Bullying and cyber bullying**

[Helping Children Deal with Bullying & Cyberbullying | NSPCC](#)