



Thythorn Field  
Primary School

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# Anti-Bullying Policy

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**Adopted By School: November 2022**

**Review Date: November 2025**

**Governor Signature:**

# THYTHORN FIELD PRIMARY SCHOOL ANTI-BULLYING POLICY

## Statement of Intent

Thythorn Field Primary School is committed to providing a caring, friendly and safe environment for all of our children so they can learn in a relaxed and secure atmosphere. To support our vision and value of 'Working and Learning Together to Achieve Our Full Potential' – 'Be the best version of You'. *Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.* (Definition from Anti-Bullying Alliance) Bullying is unacceptable and will not be tolerated at our school. If bullying does occur, all children should feel able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff. If they are unable to 'tell' they can communicate through drawings or pictures.

This policy was developed from consultation with staff, parents and governors and is written in line with the DfE guidance 'Preventing and Tackling Bullying: Advice for School Leaders, staff and Governing Bodies' July 2011 (Revised July 2017) and with advice and support from the Leicestershire Anti-Bullying Team.

This policy is supported by the following school policies: Behaviour and Positive Relationships, Child Protection, Whistleblowing, Equalities and E Safety.

## Objectives of this Policy

The objectives of this policy are:

- To set out what bullying is and how we respond to bullying;
- To explain how we create a positive and anti-bullying culture and ethos;
- To reduce the instances of bullying throughout the school;
- To promote the acceptance, tolerance and respect of individual differences;
- To ensure that instances of bullying are reported so they can be investigated and recorded in line with this policy;
- To take steps to prevent (as far as possible) and deal effectively with any behaviour deemed as bullying.

## What Is Bullying?

Bullying can be largely defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. This is also known as **Several Times On Purpose – STOP**. Friends can, periodically, fall out and as such can be mean to one another. This is not bullying.

We recognise the following kinds of bullying behaviours:

- Physical – pushing, hitting, kicking, punching or any other forms of violence; taking, hiding or damaging someone else's belongings
- Verbal – name-calling, threats, insulting, abusive remarks, nasty teasing
- Psychological / Emotional – spreading rumours, exclusion from games tormenting, humiliating, excluding from social groups, gesturing, body language
- Cyber – use of electrical devices, including mobile phones, and social net-working sites on the internet to deliberately upset someone

We are proud to be an 'Everyone's Welcome' school based on the 'No Outsiders' initiative. We are proud of our work based on this ethos.

As detailed in the Equality Act 2010, we recognise the protected characteristics & will not tolerate the targeting of individuals or groups because of:

- age
- disability or SEND
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief/culture
- sexual orientation
- gender

We recognise that other groups can be vulnerable to bullying based on appearance, health conditions and related to home circumstances. We also acknowledge that staff can be bullied. We will not accept the bullying of a member of staff by any child, parent or other member of staff. If incidents do occur, they should be reported to the headteacher. In the case of an allegation against the headteacher it should be reported to the Chair of Governors (see Whistleblowing Policy).

## **Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults working with children should be aware of these possible signs and that they should investigate if a child is exhibiting them. See Appendix.

## **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a target of bullying. Everybody has the right to be treated with respect and dignity. Children who are bullying need to learn different ways of behaving.

Thythorn Field Primary School is committed to responding promptly and effectively to any issues of bullying. Children are strongly encouraged to report bullying in school.

## **Responsibilities**

The Governing Body of the school is responsible for determining the content of the policy and the Headteacher for implementation. The lead staff member at Thythorn Field Primary School is the Headteacher – Mrs Price

## **Reporting and Responding to bullying (Role of the children)**

This is what we tell children to do if they are being bullied.

We are a 'TELLING' school, so...

### **Tell someone about it!**

'Several Times On Purpose' – S.T.O.P

'Speak To Other People' – S.T.O.P

All adults at school take reports of bullying seriously and will act upon it.

You can also tell a trusted friend who will inform a school adult.

The school 'Worry Box' can be used or the class system for reporting concerns.

If a child cannot 'tell' they can use drawings or visual prompts

We expect bystanders (children, school staff and parents/ carers) to tell an adult in school.

These messages are regularly reinforced during initiatives supported by the school including Anti-Bullying week

### **What should parents/ carers do if they feel their child is being bullied? (Role of the Parents)**

Contact the school.

The first point of contact is the child's class teacher. It is important that parents feel confident to talk to staff about their concerns.

*The class teacher will:*

1. Clearly explain school policy and reassure the parent that the allegation will be followed up promptly
2. Agree a timescale to speak to the parent after investigations have been made
3. Inform the Headteacher or Deputy Headteacher of the incident and outcomes
4. Feedback to the parent and reassure that appropriate measures are being taken to ensure the well-being of their child in school

### **School staff will respond to reported incidents by:**

1. Class teacher/Head/ Deputy Headteacher will meet with the target and encourage them to talk about the incidents, issues and feelings
2. Arrange an appropriate programme of support to monitor and restore a child's well-being
3. Inform the target's parents
4. Collect information from other children if appropriate
5. Class teacher/Head/ Deputy Headteacher meet with the child alleged to have been involved in bullying behaviour and listen to their perception of the incidents and any motivation for the behaviour
6. If bullying has taken place, encourage the instigator to reflect on the unacceptable behaviour and understand that it must stop.
7. The Head/ Deputy Headteacher will decide at what point it is appropriate to make contact with the instigator's parents depending on the nature of the incident

The following graduated sanctions may be used as part of the school behaviour procedures in line with the behaviour policy– these will be in relation to the severity of any incident:

- Apologise to the victim verbally or in writing
- Lose playtimes
- Parents invited into school to discuss incident and consequences
- Daily or weekly behaviour monitoring report
- Temporary or permanent removal to another class
- Withdrawal from participation in school visits or club activities that are not part of the statutory curriculum
- Internal suspension
- Fixed term suspension
- Permanent exclusion if bullying persists
- Police notified if a criminal offence committed

### **What will happen next?**

The Headteacher, Deputy Headteacher or class teacher will follow-up with the child(ren) concerned over the course of the first few weeks after a bullying incident and will monitor after that.

### **How will we support the targeted child?**

We will reassure the target of the bullying, and help them discuss how it made them feel and what they need to help support them, such as:

- Peer support/buddy
- Support from a trusted school adult, such as when they feel anxious or under pressure
- A phased return to school
- Things to do at break and lunchtime so they are not alone (including use of an inside club/ provision)
- Helping to work towards reconciliation between the targeted child and the instigator (or child with bullying behaviour)

### **How will we work with the instigator to change their behaviour?**

We will support them by:

- Making sure they understand how to follow the school expected behaviours and the consequences if they break them
- Helping them learn empathy – learn the effects their behaviour choices have on others
- Supporting the instigator to be reconciled with the targeted child

### **Bullying Outside School Premises**

Where bullying outside school is reported to school staff, it will be investigated and acted on. Bullying will not be tolerated and the Headteacher has a statutory power to discipline pupils for poor behaviour outside of the school premises.

### **Recording of incidents**

Incidents and allegations of bullying will be recorded on the CPOMS system – flagged as bullying. All members of teaching and support staff can add an incident and incidents can be shared with staff. Other staff members share through concern forms, and this will then be recorded on CPOMS

Reports will be run periodically on CPOMS regarding bullying to spot patterns of behaviour which can then be addressed.

### **Strategies we use to prevent bullying**

- We are proactive –we promote tolerance, equality and respect through our 'Everyone's Welcome' approach and our behaviour policy promote reconciliation and use of restorative justice.
- We keep anti-bullying high profile through our 'Everyone's Welcome' assemblies and curriculum/ half termly books based on the 9 protected characteristics, PSHE lessons, RE lessons and other relevant subject areas.
- 'Working and Learning Together to Achieve Our Full Potential' – 'Be the best version of you' is promoted through all we do
- We use praise and rewards to reinforce positive and inclusive behaviour
- We have an anti-bullying week every year to promote the school's Anti-bullying Policy
- We regularly conduct a Pupil Attitude Survey which includes questions about bullying which is analysed and shared with all stakeholders
- We regularly conduct a parent survey which includes questions about bullying which is analysed and shared with all stakeholders
- Difference and diversity are promoted and celebrated whenever possible as part of the 'Everyone's Welcome' taught curriculum
- Anti-bullying is a regular agenda item for School Council meetings and vulnerable children is a weekly agenda item at staff meetings
- The whole school community is encouraged to model appropriate behaviour towards one another – 'Be the best version of you'

- Annual whole school safeguarding training which includes anti-bullying.

### **Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

### **If you think your concerns are not being addressed**

See school's complaints procedure.

### **HELP ORGANISATIONS:**

Advisory Centre for Education (ACE) 0808 800 5793

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Family Lives 0808 800 2222

Youth Access 020 8772 9900

Bullying Online

[www.bullying.co.uk](http://www.bullying.co.uk)

There are also a number of very useful and informative websites which deal with the issue of bullying. The Leicestershire website is particularly good.

[www.beyondbullying.com](http://www.beyondbullying.com)

In terms of E-Safety please visit the CEOP (Child Exploitation and Online Protection command) page

[www.thinkyouknow.co.uk](http://www.thinkyouknow.co.uk)

Appendix:

### **Signs and Symptoms of Bullying**

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

- Is unwilling to come to school
- Begins to truant
- Feels ill in the morning or before a particular lesson, or claims to feel ill
- Becomes withdrawn, anxious or lacking in confidence
- Stops eating
- Suddenly starts getting low marks
- Becomes very emotional and tearful
- Becomes aggressive, disruptive or unreasonable
- Has unexplained cuts and bruises
- Is frightened to say what's wrong
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber-message is received