



Cleeve Prior School
A Church of England Voluntary Controlled Primary School

Anti-Bullying Policy 2024 -2025

The school policy for Anti-Bullying has the agreement of the teaching staff and the Governing body and is reviewed annually.

Our vision

Our vision is to provide a safe, caring and nurturing environment, where everyone is given opportunities to learn, discover and grow in our changing world. We will live out our Christian values of Respect, Hope, Love, Forgiveness, Trust and Honesty and strive to guide our community into leading fruitful lives, learning from Jesus' teachings, to love themselves and one another in order to achieve success. 'Teach children how they should live, and they will remember it all their life.'

Proverbs 22:6

Definition

There are many types of bullying, but most consider it to be:

- Deliberately hurtful (including aggression)
- Repeated often over a period of time
- Difficult for victims to defend themselves against

Bullying can take many forms, but three main types are:

- Physical - hitting, kicking, taking belongings
- Verbal - name calling, insulting, offensive remarks
- Indirect - spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours and cyber bullying.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Schools' teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory Duty of Schools

The Head of School has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Our School's Aim

To provide an environment free from all forms of bullying. This is a collaborative process between school, pupils and parents.

The School's responsibilities:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Head of School
- The Head of School will interview all concerned and will record the incident
- Class teachers will be kept informed
- Parents will be kept informed (at the discretion of the Head of School)
- Punitive measures will be used as appropriate and in consultation with all parties concerned.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened

- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil (at the discretion of the Head of School)

Pupils' responsibilities

- Pupils in Cleeve Prior CE Primary School are taught how to be proactive in dealing with behaviours which they find intimidating, undesirable and generally disconcerting.
- They are taught from a young age to tell the offender to 'Stop, I don't like it'. If this does not change behaviour they are encouraged that it is 'Ok to tell and adult' supported by using the 'hand' illustration (see appendix). The 'Hand' and the accompanying explanations tell them when it is 'Ok to tell an adult and that it is appropriate to do so.
- All pupils understand that there is a zero-tolerance approach to bullying in all forms in our school.

Parents' responsibilities

- Parents will inform school if their children report incidents of bullying.
- They will support the Head of School in investigating such incidents and allow the process to be carried out appropriately.
- They will engage in activities in school to keep their children safe from bullying online.

Online Bullying

- The school has a zero-tolerance approach to cyber bullying. It actively teaches pupils how to identify online bullying and what action to take if they are being bullied online through the PSHE and computing curriculum.
- The school views online bullying in the same light as any other form of bullying and will follow the sanctions set out if they become aware of any incidents.

- The school will support pupils who have been victims of online bullying by holding formal and informal discussions with the pupil about their feelings and whether the bullying has stopped
- In accordance with the Education Act 2011, the school has the right to examine and delete files from pupils' personal devices, e.g. mobile phones, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone.
- If an electronic device is seized by a member of staff, and there is reasonable ground to suspect that it contains evidence in relation to an offence, the device must be given to the police as soon as it is reasonably practicable.
- If a staff member finds material that they do not suspect contains evidence in relation to an offence, the Head of School will decide whether it is appropriate to delete or retain the material as evidence of a breach of the relevant policies.

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Exclusion from certain areas of school premises
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion

Pupils guilty of bullying will be required to:

- Accept the undesirability of their behaviour
- Accept any punishment administered, in accordance with the school's Behaviour Policy
- Undertake that there should be no repetition of such behaviour
- Understand that, should such repetition occur, it will result in far more serious punishment leading ultimately to fixed term exclusion and the possibility of permanent exclusion
- Acknowledge that they are personally responsible for their choice of future behaviour.

- If necessary, to receive counselling designed to help them to understand and refrain from bullying behaviour in the future.

Monitoring

There will be a written report of all incidents of bullying.

The Head of School will report incidents of bullying and trends in the incidents of bullying in the school to the Governing Body.



This policy was approved by the FGB in September 2024 and will be reviewed in September 2025.