



Alderman Payne Primary School

Anti - Bullying Policy
March 2024 - 2026



Introduction

Evidence from national and local research shows that bullying is widespread and consultation with children and young people repeatedly identifies bullying as a key concern for them.

Our policy at Alderman Payne Primary School supports the Cambridgeshire County Council Anti-bullying strategy which is that *'everyone should have a right to live in an inclusive atmosphere, free from bullying and be treated with dignity. The health, well being and emotional welfare of all children and young people are of paramount importance and should be treated as such'*

Protection from bullying and the right to attend education without fear is covered by a number of national legislative drivers and non statutory guidance. For example, the Schools Standards and Frameworks Act 1998, The Education Act of 2002, The Children's Act of 2004, the Education and Inspections Act of 2006 and the revised Ofsted inspection framework of the same year.

Vision

We want our children to know that our village and our school are great places to live, play, learn and achieve in, and that they will be supported to be healthy and safe from harm. Bullying is an unacceptable form of behaviour. It can have an adverse effect on the development of our children's personal, social and emotional health, wellbeing, life chances and achievement. Our children have a right to feel safe, secure and valued, and that creating a safe environment and dealing with bullying is everyone's responsibility.

Definition of bullying

Emotional or physically harmful behaviour which is;

- Repetitive, wilful or persistent
- Intentionally harmful, carried out by an individual or group
- Based on an imbalance of power leaving the person who is bullied feeling defenceless
- Sexual harassment

Bullying may involve;

- Hitting, kicking, spitting and other physical approaches
- Name calling, perhaps related to a disability, special needs, religion, gender, sexual orientation or other perceived differences
- Teasing such as laughing inappropriately and making rude jokes
- Racist comments or jokes
- Threatening remarks
- Taking, hiding or damaging possessions
- Spreading stories about someone or ignoring him/her
- Intimidation by mobile phone, text message, interference with computer files, email or other inappropriate use of the internet.

School aims

1. We want our children, all of our children, to feel included, valued and supported; and where everyone is recognised as being positively different.
2. The 'Stay Safe' outcome from "Every Child Matters" and, "Keeping Children safe in education" aims for children to be safe from neglect, accidental injury, bullying and crime. Bullying is not acceptable behaviour and we want it to stop.
3. Children in school, whatever their background or their circumstances, should;
 - Be healthy
 - Stay safe
 - Enjoy and achieve
 - Make a positive contribution
 - Achieve economic well-being

Bullying prevents this from happening because it can make a person feel;

- Different from others, alone, unimportant and or unvalued
- Physically and/or mentally hurt or distressed
- Unsafe and/or frightened
- Unable to do well and achieve
- Unable to see a positive future

This policy ensures a consistent school response to any bullying incidents that may occur. We make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities.

Why children might bully.

As highlighted in the Cambridgeshire County Council Anti-bullying strategy school recognises the fact that children may bully for a variety of reasons. Recognising why children bully supports the school in identifying children who are at risk of engaging with this type of behaviour. Understanding the emotional health and well-being of children who bully is key to selecting the right responsive strategies and to engaging the right external support. Possible reasons for why some children may engage in bullying include:

- Struggling to cope with a difficult personal situation e.g. bereavement, changes in family circumstances
- Liking the feeling of power and using bullying behaviour to get their own way
- Having a temperament that may be aggressive, quick tempered or jealous
- Having been abused or bullied in some way
- Feeling frustrated, insecure, inadequate, humiliated
- Finding it difficult to socialise and make friends
- Being overly self orientated (possibly displaying good self esteem) and finding it difficult to empathise with the needs of others
- Being unable to resist negative peer pressure
- Being under pressure to succeed at all costs

What we do in school.

We teach our children to report incidents of bullying, however small, in order that it can be swiftly addressed. We teach proactively about the impact cyberbullying and also how to keep yourself safe online.

Children's responsibilities

- To tell an adult if they are being bullied
- To tell an adult in school if they witness other children being bullied.

Staff responsibilities:

- To refer any bullying to the head teacher
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within the school and relevant outside agencies when appropriate
- To model the values we believe in
- To carry out specific work for whole groups in response to specific incident, as required
- Protect pupils from cyber bullying by preventing pupils from using chat rooms and other harmful sites, by filtering out all that we can.

Cyber Bullying

This more recent form of bullying that takes place using mobile phones, game consoles and the internet; this is an uncontrolled gateway that is hard to close. Cyber bullying can be either individual or group behaviour that includes, for example, sending hurtful texts, spreading rumours through social networking sites, uploading private or distorted images or film, sending abusive comments through gaming sites, and assuming a false identity to cause harm or mischief. We follow safety guidelines and advice from CEOP (child exploitation and online protection www.ceop.police.uk) to support us with this. We advise parents about ways of keeping their children safe at home from cyberbullying periodically, and encourage parents to tell us when this has happened so we can support the child in school. If the cyberbullying is serious and or persistent, we encourage parents to report this to the police for advice and support.

Parents need to;

- Be aware of cyber bullying
- Be aware of the dangers of social networking
- Know who their child is talking too
- Be confident their child knows the person
- Monitor access and usage
- Ensure the computer is in a public area
- Take evidence into school so that school staff can offer advice - if cyber bullying is taking place at home

What happens of an incident of bullying is reported by a child?

We have a ZERO TOLERANCE policy towards BULLYING

- When bullying has taken place the head teacher will discuss what has happened with all who were involved.

1. A Staged response

The head teacher will then decide the next steps

Sanctions;

- Miss playtime
- Miss lunchtime
- Lunchtime exclusion
- 1 day internal exclusion
- 1 day exclusion
- 3 day exclusion
- 5 day exclusion
- 10 day exclusion
- Governors will be consulted if a permanent exclusion is needed

At all stages, parents will be kept fully informed. Parents/carers of persistent offenders will be invited into school to take part in a discussion as to what needs to happen next. Furthermore, if any one incident is severe, the head teacher will decide which step is an appropriate sanction for the situation.

What happens when bullying is reported by a child's parent?

Parents will receive a daily update about whether their child has been bullied for two weeks, (see appendix). During this time, we will offer support for the victim, and they will be given a buddy from class. Relevant staff will be informed in order that they can keep a close eye on interactions between the alleged bully and alleged victim. If the allegation is proven to be an accurate picture of what is happening, the procedures above will be followed.

2. Resources

There are lots of resources relating to all forms of bullying.

- Kidscape - call 08451205204 or visit www.kidscape.org.uk
- Parentline Plus - is a national charity working for and with parents call 08088002222 or email them at parentsupport@parentlineplus.org.uk
- DfE - Don't suffer in silence
- DfE - Tackling bullying
- The anti bullying handbook by Keith Sullivan
- The No Blame Approach by Barbara Maines & George Robinson ISBN 1-873942-4
- CyberMentors - a safe and social networking site, provides information and support for 11-25 year olds - www.cybermentors.org.uk
- Factors influencing the behaviour of English students as bystanders by Colleen McLaughlin, Ray Arnold & Eve Boyd
- Childline - UK's free confidential helpline for children and young people. Trained volunteers are on hand to provide advice and support, by phone and online, 24 hours a day. Call on 08001111 or visit www.childline.org.uk
- CEOP child exploitation and online protection www.ceop.police.uk)

Children's mobile phones are not allowed in school without written authority for exceptional circumstances. In school we teach children how to be safe online and how to behave responsibly online.



Alderman Payne Primary School - incident card.

Name

Date	Circle if no incident	Incident - write anything here
Monday	No Incident	
Tuesday	No Incident	
Wednesday	No Incident	
Thursday	No Incident	
Friday	No Incident	
Monday	No Incident	
Tuesday	No Incident	
Wednesday	No Incident	
Thursday	No Incident	
Friday	No Incident	
Monday	No Incident	
Tuesday	No Incident	
Wednesday	No Incident	
Thursday	No Incident	
Friday	No Incident	
Monday	No Incident	
Tuesday	No Incident	
Wednesday	No Incident	
Thursday	No Incident	
Friday	No Incident	
Monday	No Incident	
Tuesday	No Incident	
Wednesday	No Incident	
Thursday	No Incident	
Friday	No Incident	