

**Austwick CE (VA) Primary School**  
**Anti-Bullying Policy**

**Definition of Bullying**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The North Yorkshire Behaviour & Attendance Strategy: Anti-Bullying Guidelines and self evaluation for schools define bullying as... "Any sort of systematic physical or psychological intimidation by those in a position of power over those who are unable to defend themselves. It implies a willful, conscious desire to hurt, threaten or frighten someone, with the intention of causing distress. It can include personal, sexual or racial harassment."

**Types of Bullying**

Bullying can be:

- Physical (hitting, kicking, pushing, poking, biting, pinching, theft etc)
- Verbal (name calling, threats)
- Indirect (spreading rumours, excluding someone from social groups and can include the exploitation of individuals.)
- Emotional (isolating other, tormenting, ridicule, humiliation, intimidating, excluding, manipulation and coercion)
- Sexual (Unwanted physical contact, abusive comments, homophobic abuse etc)
- Online/Cyber Bullying takes place online or through smartphones and tablets. (Sending offensive, rude, and insulting messages and being abusive, Sending information (including photographs) about another person that is fake, damaging and untrue, repeatedly sending messages that include threats of harm, harassment, intimidating messages, or engaging in other online activities that make a person afraid for his or her safety, intentionally leaving someone out of a group such as group messages, online apps, gaming sites and other online engagement, sharing personal information about another or tricking someone into revealing secrets and forwarding it to others.

Bullying includes actions/behaviours taken because of a person's age, disability, faith, gender identity/reassignment, marriage and civil partnership status, pregnancy and maternity status, race, gender or sexual orientation. It is school's policy to challenge any prejudice language.

Pupils and staff who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences. There may be evidence of changes in work patterns, lacking concentration or truanting/absenteeism from school. Pupils and staff are to be encouraged to report bullying in school. Our School's teaching staff must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

**Aims of the policy**

- i) That pupils learn in a supportive, caring and safe environment without fear of discrimination or being bullied.
- ii) That staff are able to work in a caring and safe environment without fear of discrimination or being bullied.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available in our school. Our school aims and values, along with our Positive Behaviour Policy, PHSE curriculum, RE curriculum, all underpin our school ethos and help to prevent bullying occurring in the first place.

## **Implementation**

The following steps may be taken when dealing with incidents of bullying:

- 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, recorded on CPOMS and the DSL and HT will be informed. The head teacher (or in their absence the DSL) will interview all concerned and will record the incident on CPOMS.
- School staff will be kept informed.
- Parents will be kept informed.
- Sanctions will be used as appropriate and in consultation will all parties concerned.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice.
- reassuring the pupil.
- offering continuous support, with the involvement of the school's Family Support Assistant if appropriate.
- restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- creating an individual code of conduct
- 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

The following disciplinary steps can be taken:

- official warnings to cease offending
- exclusion from certain areas of school premises
- fixed-term exclusion
- permanent exclusion

In many cases children are unaware of the extent of the hurt caused through their actions.

- pupils who have bullied will be confronted with the pain, hurt, upset which their actions have caused
- where it is felt to be appropriate, both parties may be brought together with a mediator and asked to express their feeling (this will not be appropriate if any lingering resentment is obvious, or one party is unwilling)
- it will be made clear that a line has been drawn under the issue and that a fresh start begins now
- It is not sufficient, simply to avoid bullying, but opportunities for both parties to support each other will be explored with the mediator (Such supportive behaviour may not be appropriate with immediate effect.)
- the mediator will ask both parties to report back on relationships at regular periods

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, class time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

## **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.

Date: January 2025

Review Date: January 2027