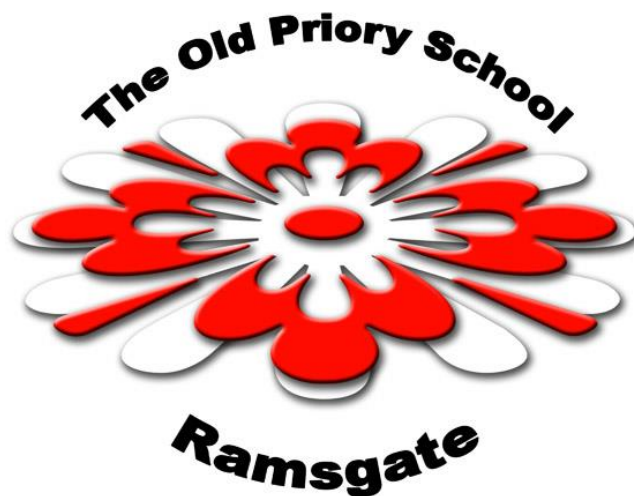


Anti-Bullying Policy

The Old Priory School



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The Old Priory School

Anti-Bullying Policy

1. Introduction

At The Old Priory School, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness, and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the Equality Act 2010 it is essential that our school;

- Eliminates unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

At The Old Priory School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff to share this commitment.

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care.

This policy is closely linked with our Behaviour Policy and our Safeguarding Policy.

2. Principles

It is the responsibility of The Proprietor and the Head Teacher to ensure that all members of the school community work within a safe and enabling environment.

We value pupils developing respect for others resulting from active listening, trust and honesty.

Our guiding principles underpin our Anti-Bullying Policy from the moment a pupil enters our school, and throughout their time at The Old Priory School.

They are;

- Every pupil is a unique pupil who is constantly learning and can be resilient, capable, confident, and self-assured.
- Pupils learn to be strong and independent through positive relationships.
- Pupils learn and develop well in enabling environments, in which we respond to their individual needs and there is a strong partnership between the school and Carers.
- Pupils develop and learn in different ways and at different rates.

3. Aims

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils.

We aim for all pupils to reach their potential academically, socially, and personally through learning and playing in a safe and secure environment.

4. Bullying Definition

At The Old Priory School, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies, PSHE lessons and one to one discussion with staff members.

We agree that;

- Bullying can be physical hurting, name calling, ridicule, nasty looks, intimidation, derogatory comments or leaving people out.
- Bullying can happen when the relationship is unhealthy with an imbalance of power.
- Bullying is not just dependent on size.
- Bullying can have a significant effect on the victim, how they feel about themselves, their social interaction and how they feel about schooling and education.

5. Types of Bullying

Cyber-Bullying / Online:

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

Racist Bullying:

This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome, marginalised, and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

Homophobic Bullying:

This occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.

Vulnerable Groups:

We recognise that some groups of pupils may be more vulnerable to bullying, including;

- Looked after Children (All the children in The Old Priory School are children who are looked after at this time).
- Gypsy, Roma, and Traveller children.

- Children with Special Educational Needs or Disabilities (SEND).
- Children from ethnic minorities.
- Children who are perceived to be gay, lesbian or bisexual.

The Old Priory School will ensure that any prejudicial bullying (against people/pupils with protected characteristics) is clearly addressed. There will be educative work undertaken with the perpetrator to ensure that this addressed with a clear message of unacceptability

Physical Bullying:

Physical bullying includes hitting, kicking, tripping, pinching, and pushing or damaging property. Physical bullying causes both short term and long-term damage.

Verbal Bullying:

Verbal bullying includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse. While verbal bullying can start off harmless, it can escalate to levels which start affecting the individual target.

Social Bullying:

Social bullying, sometimes referred to as covert bullying, is often harder to recognise and can be carried out behind the bullied person’s back. It is designed to harm someone’s social reputation and / or cause humiliation.

Social bullying can include;

- Lying and spreading rumours.
- Negative facial or physical gestures, menacing or contemptuous looks.
- Playing nasty jokes to embarrass and humiliate the person.
- Mimicking unkindly.
- Encouraging others to socially exclude someone.
- Damaging someone’s social reputation or social acceptance.

6. Bullying Prevention

Preventing and raising awareness of bullying is essential to keeping incidents in our school to a minimum, through assemblies as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

7. Code of Conduct

Our school Code of Conduct is regularly promoted in assemblies and displayed throughout the school, through pupils following these rules, and staff reinforcing them, bullying should be significantly reduced.

Our Code of Conduct is as follows:

- Be kind, helpful and polite to others.

- Be respectful of others, their opinions, feelings, and property.
- Respect everyone has the right to speak and to be heard.
- Work quietly to avoid disturbing others.
- Care for the school environment and those in it by being tidy, clean, and organised.
- Use materials and equipment wisely and safely.
- Move around the school and grounds safely and sensibly.

8. Behaviour Policy

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

Responding to Bullying:

Within The Old Priory School, all children are supervised in class and at lunch and break times, the travelling to and from school is again closely monitored due to the nature of the children in the school. This level of supervision is a protective factor for the children and limits and reduces the opportunity for peer-on-peer bullying, should any bullying be observed the member of staff is to immediately intervene with a clear message to “stop”. The children are to be separated and the member of staff supporting is to ensure that the victim of bullying is okay.

All cases of alleged bullying should be reported to the Head Teacher/Deputy Head, in any case of alleged bullying, either the Head Teacher/Deputy Head should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses as necessary and appropriate.

If the allegation of bullying is upheld, the Head Teacher/Deputy Head should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s) and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable.

All bullying incidents must be recorded, Carers of both parties should be informed.

If the situation does not improve, the Head Teacher/Deputy Head will meet with the carers of the bullying child(ren) and agree clear expectations and boundaries, which would be shared with the pupils involved. Any further incidents should lead to sanctions as deemed necessary; any necessary action should be taken until the bullying has stopped. If this does not stop and the level of bullying remains, there will be a meeting with the Head Teacher and Senior Area Manager to address this and consider further intervention (move of class/restricted opportunity and severe cases fixed exclusion) until the bullying has ceased.

9. Signs of Bullying

All staff within The Old Priory School have yearly child protection training, the training delivered incorporates Keeping Children Safe in Education (2021). All staff are therefore aware of potential signs and symptoms of bullying.