The Croft Primary School
Anti-Bullying Policy

Introduction
The staff and Governors of The Croft Primary School are committed to providing a caring and safe environment in which our pupils can flourish.
With this aim in mind the following objectives have been drawn up to combat bullying at our school.
We will strive to :

- Eradicate wherever possible instances in which pupils are bullied in any form
- Establish appropriate means of providing support to pupils
- Ensure that all pupils, parents and staff are aware of the policy and fulfil their obligations

This policy should also be read in conjunction with the school's Safeguarding policy with particular regard to the section on Child on Child Abuse (previously peer on peer abuse) and online safety sections.

Values and Beliefs
At The Croft, we believe:

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it
- That bullying can have a detrimental effect on pupils and we will actively work to minimise the risks
- Both those who are bullied and those who bully need to be treated in a supportive manner, rather than being regarded as a burden to staff and peer groups

Definitions of Bullying
Bullying is a subjective experience and can take many forms. For the purpose of this policy we are using the Anti-Bullying Alliance definition:
"*Bullying is the repetitive, intentional hurting of one person or group by another person or group, where it involves an imbalance of power. It can be verbal, physical, and psychological. It can happen face to face or online.*"

It is vital that everyone at The Croft Primary School has a shared understanding of bullying, as this will help identify early bullying or incidents that could potentially lead to bullying.

Forms of Bullying

Bullying can be:

- Physical – hitting, kicking, pushing, taking belongings or any use of violence
- Verbal – name calling, insulting words and gestures or racist remarks
- Emotional/Indirect – spreading nasty rumours, excluding someone from a social group, persuading others to ignore or isolate someone
- Cyber – inappropriate use of the internet including emails, chat rooms, social media sites as well as text messages, inappropriate use of cameras and videos
- Peer on Peer – any form of physical, sexual, emotional or coercive control is exercised between children

Sometimes bullying can be invisible or when it does happen not everyone is aware of it.

Some conflicts are occasional & offence is caused accidently and there is a willingness to make things right, reflect upon what went wrong and move forward. This is not bullying but often referred to as relational conflict.

Bullying is a pattern of behaviour where there is intention to harm & an imbalance of power is created.

Just because incidents may not have all the elements of bullying doesn't mean it is something to ignore.

Prevention

Prevention is an integral part of our anti bullying strategy. Therefore it is vital that:

- the whole school community is aware of appropriate behaviour expectations.
- Positive peer relationships are created, within a culture of respect and inclusivity
- The curriculum on offer at The Croft gives time to explore issues related to bullying
- The school takes part in initiatives such as Anti Bullying Week to raise awareness

Prevention Outside the Classroom

We acknowledge that we need to keep children safe outside the classroom. This can be achieved by:

- Improving peer relationships
- Making use of buddy schemes, play leaders and friendship benches
- Having a range of play resources available for unstructured lunchtimes

- Providing adequate supervision in the play ground

Action to Combat Bullying

The whole school community has a responsibility to respond to any incidences of bullying and reduce the impact it has and we will strive to combat bullying through a range of activities. This includes:

- A structured behaviour policy which promotes positives behaviour through a system of rewards
- A PSHE policy and scheme of work using ENTRUST materials – focusing upon positive relationships with others
- Anti-bullying strategies and resources are used within the classroom
- A balance of sanction & resolution activities
- Deliver lessons/assemblies on bullying and how to access support for it
- Promote agencies which the pupils can access around school
- Allocation of specific roles and responsibilities to staff so that incidents of unacceptable behaviour may be detected early and appropriate action taken

Sanctions

These are direct actions to discipline the bully. They may include:

- Verbal warnings
- Parent meetings
- Internal exclusion
- Withdrawal of privileges
- Exclusion

These can be successful as they give a clear message but should be used in conjunction with resolution activities in an attempt to stop the conflicts and build positives relationships.

Resolution

- Restorative conferences
- Problem solving meetings

Face to face meetings are useful as they increase empathy amongst peers and young people get to have their voice heard.

Peer Support Strategies

As stated previously, the positive relationships between peer groups is a major part to combat bullying.

Pupils at The Croft need to be involved in the anti-bullying strategies we can where appropriate employ:

- Buddy schemes
- Circle of friends
- Peer mediation
- Peer mentoring

These strategies do however require close supervision and training.

Roles and Responsibilities
The whole school community is committed to combat bullying and we will strive to have a whole school approach that is cohesive, collective and collaborative. Some staff have specific responsibilities particularly when managing incidents of bullying behaviour.

Headteacher
The Headteacher will:
- Oversee the arrangements, lead staff in the creation of an anti-bullying ethos at the school
- Investigate incidences of bullying and take appropriate action. This may include meeting with parents and pupils, behaviour support plans, monitoring behaviour at playtimes and lunchtimes and accessing outside agency support
- Have overall responsibility for implementing an anti-bullying strategy
- Will report to Governors on a termly basis any incidents of bullying behaviour at the school and the effectiveness of the policy and strategy
- Ensure that all children know that bullying is wrong and is unacceptable at our school, lead whole school assemblies promoting positive behaviour and relationships
- Ensure that all staff receive appropriate training and are equipped to identify and deal with incidents of bullying

Governors
The Governing body will:
- Support the Headteacher in all attempts to eliminate bullying from the school
- Monitor the implementation and effectiveness of anti-bullying strategies at The Croft Primary School
- Respond to any complaints made formally to the Chair of Governors in accordance with the schools complaint procedures

Teaching and Support Staff
- All teaching/support staff will be responsible for the general maintenance of good discipline and conduct around the school.
- They will promote good pastoral care, encouraging pupils to talk openly about any issues or problems they may be experiencing, establishing a climate of trust and respect for all
- They will record any behaviour issues in their Behaviour Log/CPOMS and note outcomes and actions
- Record any parent concern on CPOMS
- They will endeavour to resolve any bullying and unacceptable behaviour as quickly as possible.
- Any incidences of bullying will be investigated by an appropriate member of staff and the Headtacher/Deputy Headteacher consulted.
- The class teacher of the pupils involved must be kept informed
- Where appropriate, parents will be invited to discuss the situation and any action to be taken
- Advice may be sought from a range of outside agencies such as, Behaviour Support, SENSS, the School Nurse or family support where appropriate
- Volunteers within school will receive training on what to do if concerns are raised by pupils

Pupils
It is important to develop an atmosphere of trust within school where children feel able to report instances of bullying type behaviour. Staff can make use a range of strategies including Circle Time, PSHE lessons, Nurture Group and School Council to give the pupils a voice. We need to ensure that the pupils know what to do and who they can talk to about any aspect of bullying.

Pupils are expected to:
- Report any signs of bullying action on themselves or others
- Act in a respectful and supportive manner to their fellow pupils, following school rules and code of conduct
- Refrain, at all times from any behaviour which would constitute bullying of fellow pupils

Parents
Parents can help to ensure the success of the anti-bullying policy of the school by:
- Educating their children on the importance of sociable behaviour
- Be a good role model for their children actively endorsing the anti-bullying philosophy

- Reporting any misgivings they have concerning bullying to an appropriate member of staff – the class teacher in the first instance
- Ensuring that they realise that it is never appropriate to take actions into their own hands, or to use violence against another child, or confront the child.

Monitoring and Review

This anti-bullying policy will be monitored on a regular basis by all staff, particularly the Headteacher who will formally report to Governors about its effectiveness, any incidents of bullying reported and action taken.

Adopted : September 2024
Review Due: September 2025

The Croft Primary School

Stage 1
- An incident of inappropriate behaviour has been observed or reported, with a clear account of the incident reported

Next Step
- Incident is investigated by a member of staff, interviewing all those involved & outcomes recorded
- A decision made as to whether it is bullying behaviour or a one off
- Parents of those involved will be kept informed
- Sanctions and/or restorative measures will be used if appropriate
- Behaviour will be monitored to ensure that it doesn't develop into bullying or that it is not repeated

Pupils who have been bullied will be supported by:
- Being given the opportunity to discuss the incidents with a member of staff
- Reassurance that the incident is being dealt with
- Discussing the outcome of investigation and what will happen next
- Taking part in self-esteem and confidence building activities if required

Pupils who have bullied will also be supported by:
- Discussing with a member of staff what happened and exploring why
- Establishing why the behaviour displayed was inappropriate and what needs to change

10 Key Principles

At The Croft Primary School, we will follow 10 key principles as outlined by the Anti Bullying Alliance to help combat bullying at our school.
These are:
- Listen
- Celebrate differences
- Include all
- Report bullying
- Believe
- Take action
- Understand
- Challenge
- Respect
- Whole School Policy

Listen
Find time to stop & listen, make the children feel valued. They will often feel relieved to have shared their problem.
Listen to parents –every parent has a right to voice their concerns.

Celebrate Differences
Make this part of school ethos. Celebrate the fact that everyone is different – looks, likes, home life, religion, beliefs etc because then, children who are different are less likely to be targeted. Children should be given the opportunity throughout the curriculum to talk about differences in their community.

Include all
Everyone should be included and valued at The Croft whatever their background, ability, faith. Children and their families should be encouraged to participate fully in school life. Everyone should be made to feel welcome. We need to help building friendships and social groups.

Report Bullying

The school community needs to know how to report incidents of bullying. The system needs to be easily accessible so that people are encouraged to use it.

At The Croft staff report incidents in Behaviour Concern Logs and this information is passed onto the head teacher. The school will be using CPOMS - a software solution that will help track incidents over time and collate reports, bringing together information or concerns from different sources.

Believe

Children's and parents' concerns need to be taken seriously. We as a school need to acknowledge
their concerns/worries and believe what they are telling us and investigate. Evidence suggests that many people do not report bullying because they do not believe they will be taken seriously.

Take Action

As a school, when incidents of bullying have been reported, we need to take action quickly and appropriately. It must not be ignored. When dealing with an incident of bullying it is good practise to explain to the bullied person what you are doing, what action is going to be taken and ask them if there is something else you can do to help.

Whatever action is taken – whether a sanction is applied, a parent meeting held etc it is vital to keep an eye on future negative behaviour as a result of your intervention. You might believe the situation has been resolved but it does require monitoring.

Understand

The whole school community needs to understand what constitutes bullying – what it is and what it is not. There is a comprehensive definition in the Anti-bullying Policy from the Anti Bullying Alliance. People also need to be aware of how people feel when they are being bullied.

Challenge
It is our duty to challenge inappropriate behaviours and use of language. To let it go unchallenged is to condone it. School staff have to be good role models - using good behaviour and language. Remember that bullying behaviour can have a long lasting effect on peoples self-esteem and mental health.

Respect
Respect needs to be taught at all levels. Remember school staff are role models to others within school. We need to demonstrate appropriate inclusive behaviour.

School Policy
The Croft Primary School's Anti Bullying Policy draws these principles together. It has been devised with training and resources from The Anti Bullying Alliance and is reviewed on an annual basis. The policy is widely available on the school website.