Anti-Bullying Policy
Calcot Infants and Junior Schools

1. Document Control

Adopted / Adopted and Adapted / Schools own:	**School's own**
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Responsible committee:	**Curriculum**
Statutory:	**No**
Required on website:	**Yes**
Ratified by committee:	**September 2023**
Review due:	**September 2025**
Chair of Governors' signature:	**Mrs Julia Kidd**

2. Change History

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1	September 2011	Created
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3	November 2020	Amended
4	June 2022	Amended
5	September 2023	Amended

3. Website History

Version	Date on website
5	September 2023

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Ethos:
This policy has been developed through consultation with all staff, pupils and parents to ensure that the whole school community are represented.

Calcot Schools believes that bullying of any kind is unacceptable and will not be tolerated. It is completely against our values that we work and are led by. We have high expectations of all of our staff and pupils and we aim to support the children to become well-rounded and successful individuals.

Calcot Schools community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

Calcot Schools' values are the foundations of our school behaviour and anti-bullying policy and are embedded into our approach to teaching and learning. These values are intertwined across the curriculum to promote positive behaviour and are linked in with our rewards and consequences. At Calcot, we expect all pupils and staff to promote and uphold these values both in school and in the wider community.
The Calcot values are our 3 Rs:
- **Responsible**
- **Respectful**
- **Ready**

Principles:
Calcot Schools have the following objectives in terms of anti-bullying:
- To ensure that the whole school community are aware of the school policy and what they should do if bullying occurs.
- To ensure that the needs of the victim are paramount and that bullied individuals will be listened to.
- All reported incidents will be taken seriously and thoroughly investigated.

Definition of bullying:
Bullying is the repetitive intentional hurting of one person or group by another person or group, where in the relationship involves an imbalance of power. Bullying can take a number of forms; physical, psychological, verbal, making gestures, extortion, exclusion and online. It is an abuse of power. It can be planned, organised or it may be unintentional. This definition of bullying applies to all members of the school community, including staff and pupils.

Forms of bullying:
Bullying can happen to anyone and this policy recognises all forms of bullying in accordance with the definition above. Some types of bullying may include:
- Emotional - unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures);
- Physical - pushing, kicking, hitting, punching or any use of violence;
- Racist - racial taunts, graffiti, gestures;
- Sexual - unwanted physical contact or sexually abusive comments;

- Homophobic - focusing on the issue of sexuality;
- Verbal - name-calling, sarcasm, spreading rumours, teasing;
- Religious – a negative or unfriendly focusing on religious difference or how somebody expresses their faith;
- Cyber - all areas of the internet (e.g. email and internet chat room misuse); mobile phone threats by text messaging and calls; misuse of associated technology (e.g. camera and video facilities).

Cyber Bullying

Online/Cyber Bullying is the use of technology (social networking, messaging, text messages, email, chat rooms etc.) to harass threaten or intimidate someone for the same reasons as stated above.

Online bullying can take many forms

- Abusive or threatening texts, emails or messages
- Posting abusive comments on social media sites
- Sharing humiliating videos or photos of someone else
- Stealing someone's online identity
- Spreading rumours online
- Trolling – sending someone menacing or upsetting messages through social networks, chatrooms or games
- Developing hate sites about another person
- Prank calls or messages
- Group bullying or exclusion online
- Anonymous messaging
- Encouraging a young person to self-harm
- Pressuring children to send sexual messages or engaging in sexual conversations

Sexting / Sharing nude or indecent imagery The term 'sexting' relates to the sending of indecent images, videos and/or written messages with sexually explicit content; these are created and sent electronically. They are often 'shared' via social networking sites and instant messaging services.

Upskirting: typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm. It is a criminal offence. Anyone of any gender, can be a victim.
This must always be referred immediately to the Designated Safeguarding Lead

Initiation/Hazing

Hazing is a form of initiation ceremony which is used to induct newcomers into an organisation such as a private school, sports team etc. There are a number of different forms, from relatively mild rituals to severe and sometimes violent ceremonies. The ceremony welcomes newcomers by subjecting them to a series of trials which promote a bond between them. After the hazing is over, the newcomers also have something in common with older members of the organisation, because they all experienced it as part of a rite of passage. Many rituals involve humiliation, embarrassment, abuse, and harassment.

Prejudiced Behaviour

The term prejudice-related bullying refers to a range of hurtful behaviour, physical or emotional or both, which causes someone to feel powerless, worthless, excluded or marginalised, and which is connected with prejudices around belonging, identity and equality in wider society – for example disabilities and special educational needs, ethnic, cultural and religious backgrounds, gender, home life, (for example in relation to issues of care, parental occupation, poverty and social class) and sexual identity.

Teenage relationship abuse

Teenage relationship abuse is a pattern of actual or threatened acts of physical, sexual, and/or emotional abuse, perpetrated by an adolescent (between the ages of 13 and 18) against a current or former partner. Abuse may include insults, coercion, social sabotage, sexual harassment, threats and/or acts of physical or sexual abuse. The abusive teen uses this pattern of violent and coercive behaviour, in a heterosexual or

same gender relationship, in order to gain power and maintain control over the partner. This abuse may be child sexual exploitation.

Links to legislation
There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal and civil law. These may include (but are not limited to):
- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- The Computer Misuse Act 1990

Link to other policies:
This Policy can also be used in conjunction with the Child Protection Policy, the Behaviour Policy, , Safeguarding Policy, Peer on Peer Abuse Policy, Acceptable Use Policy and any other relevant policy

Consultation process:
Calcot Schools use a variety of methods to constantly review and implement new strategies for preventing bullying. We endeavour to have a breadth of knowledge about bullying issues within the school and some of the ways we collect this information are:
- Survey/Questionnaires to pupils and staff
- Seeking the views of parents from information evenings and surveys
- The internal monitoring and evaluation system for behaviour incidents
- Regular Key Stage phase meetings and Senior Leadership Team (SLT) meetings
- Pupil school council meetings and representatives
- Weekly assemblies
- Anti Bullying Week to raise awareness within school
- Raising awareness programs through PSHE and ELSA

Professional development:
Calcot Schools will ensure that they will take every opportunity to design and implement any staff training which is relevant to bullying. We will regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour. Every year Safeguarding Training will be carried out with all staff where bullying behaviour will be looked at and any updates from the Local Authority or National Policies will be discussed and reviewed. Calcot Schools will ensure that throughout the year, when appropriate opportunities arise which lead to anti bullying work, we will embrace these to ensure all staff, pupils and parents receive the appropriate information.

Role and Responsibilities:
Everyone should work together to combat and eradicate any incident of bullying at Calcot Schools by ensuring nobody suffers in silence and effective systems are in place to deal with any such incidents.

Responsibility of all Staff
Our Staff will:
- Foster in our pupils, self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it can cause to both the pupil who is bullied and to the bully. The importance of telling a teacher about bullying when it happens and the responsibilities of being a bystander to bullying.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to pupils who have been bullied, take what they say seriously and act to support and protect them.

- Report suspected cases of bullying to; the relevant member of SLT and/or the designated Child Protection Officer.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken in consultation with SLT.
- Record any reports of bullying on Provision Maps.
- Deal with observance of bullying properly and effectively, in accordance with agreed behaviour procedures.
- Develop teaching resources and opportunities to focus pupils on anti-bullying.

Responsibility of all Pupils
We expect our pupils to:
- Refrain from becoming involved in any kind of bullying even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected incidents of bullying to dispel any kind of secrecy and help to prevent further incidences.
- Not suffer in silence and have the courage to speak out to about their own experiences or that of peers to put an end to their own suffering and that of other potential targets.
- Be involved and engage in anti-bullying campaigns in school to embed the message.

Responsibility of all Parents
We ask our parents/carers to support their children in school by:
- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to the appropriate member of staff and explain the implications of allowing the bullying to continue unchecked for themselves and other children.
- Advising their children not to retaliate towards any forms of bullying.
- Be sympathetic and supportive towards their children and reassure them that appropriate action will be taken.
- Informing the school of any suspected bullying, even if their children are not involved.
- Co-operating with the school, if their children are accused of bullying, to try to ascertain the truth and point out the implications of bullying for the victim and the perpetrator and to support the school in appropriate sanctions.
- Being aware of the anti-bullying policy and ensuring they know to contact a member of staff or the headteacher if they are concerned about bullying or want to make a formal complaint about an incident of bullying.
- Working with the school to role model positive behaviour for pupils, both on and offline.
- Seeking support from the school or other organisations (see Appendix 2) when needed.

Preventative strategies:
Calcot Schools has a wide array of measures to promote positive behaviour and celebrate diversity across the school. Further details of these strategies can be seen in our behaviour policy. Some specific strategies employed to prevent bullying are:
- Pastoral support through assemblies and specific interventions
- Pastoral support through ELSA
- Classroom charters/promises
- Calcot Values and 3 Rs
- Excellent teaching and learning allowing effective classroom management
- Robust and effective PSHE/SMSC curriculum provision to develop awareness of and skills to protect against bullying.
- Excellent knowledge of and communication with individual children and families
- Playground buddy benches and use of "safe" spaces for vulnerable children at playtimes
- Close working relationship with secondary school pupils and outside school organisations to promote positive role models

Support for vulnerable groups:

Some pupils are more likely to be the target of bullying because of the attitudes and behaviours some young people have towards those who are different from themselves. Children with SEN or disabilities can often lack the social or communication skills to report such incidents. At Calcot, all of the staff are alert to the potential bullying of vulnerable individuals and have structured interventions in place to support this group.

Procedures and reporting incidents:

At Calcot, we believe in creating an atmosphere where anyone who is bullied, or anyone who knows about it, feels that they will be listened to and that any action taken will be swift and sensitive to their needs. Both bystanders and pupils being bullied must realise that 'not telling' means that bullying is likely to continue.

Any incidents of bullying must be reported to a member of staff. We encourage pupils, parents or carers and staff to report any incidents of bullying. All cases of bullying (as defined by Calcot's definition of bullying) will be recorded by staff, logged centrally and reviewed regularly by the SLT and governors (see Appendix 1 for monitoring form). If bullying has been reported, steps will be taken to respond to the needs of both the victim and the perpetrator. The following action may take place in response to bullying at Calcot School:

- The parents/carers of all pupils concerned in the bullying incident will be contacted at the earliest opportunity.
- A variety of techniques to thoroughly investigate and resolve each incident will be used by a member of the SLT to ensure the victim and perpetrator are supported.
- Feedback to all parties will be carried out by a member of the SLT as and when the investigation is complete.
- Sanctions will be put in place in accordance with the behaviour and exclusion policy.
- Contact to relevant professionals, e.g. Education Welfare Officer, Education Psychologist, any linked Social Services worker and the police may be made.
- The situation will be monitored by staff to ensure that the bullying has stopped permanently.

At Calcot we feel it is equally important to recognise that bullying of adults, including staff and parents/carers, whether by pupils, parents/carers or other staff members, is unacceptable. The above procedure will be followed to investigate any incidents of bullying of adults.

Response to cyber-bullying:

Calcot Schools have a comprehensive computing curriculum and provides information to staff and pupils to ensure they protect themselves online. In addition to the above procedures, the following action may take place in response to reported cyber-bullying by or towards a member of the Calcot Schools community:

- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
  - looking at the school systems
  - identifying and interviewing possible witnesses
  - contacting the service provider and the police, if necessary
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.
- Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law.
- Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Ensure that sanctions are applied to the person responsible for or involved in the cyber-bullying.
- Inform the police if a criminal offence has been committed.

<u>Bullying outside of school:</u>

Any act of bullying that is reported to Calcot staff and occurs off the school site or outside of normal school hours (including cyber-bullying) will be investigated and acted on in the same manner as if it occurred on school premises. This is in accordance with our behaviour policy and guidance from the Department for Education (Section 89(5) of *The Education and Inspections Act* 2006). If required, the headteacher will collaborate with other schools or outside agencies.

Appendix 1

Useful sources of information and support for children and young people and their parents/carers:

Bullying UK Information and advice about bullying https://www.bullying.co.uk/

Childline Helpline: 0800 1111 (open 24 hours a day - aimed at children who are experiencing bullying problems)
For children who are deaf or hard of hearing textphone service:
0800 400222 www.childline.org.uk

DirectGov Information on different types of bullying, what to do about bullying, and information and ad- vice for people who are bullying others and want to stop. www.gov.uk/bullying-at-school/the- law

EACH EACH has a freephone Actionline for children experiencing homophobic bullying: 0808 1000 143. It's open Monday to Friday 10am-5.00pm www.eachaction.org.uk/

Kidscape Helpline: 020 77303300 (aimed at parents, guardians or concerned relatives or friends of bullied children) www.kidscape.org.uk/

SAFE Offers support and advice for young people who have been affected by crime, including bullying http://www.safeproject.org.uk/youngPeople/about-SAFE.php

Appendix 2

Useful sources of information and support for children and young people and their parents/carers:

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