

Thornaby Church of England Primary School



Anti-Bullying Policy

Mission Statement:

Recognising its historic foundation, the school will preserve and develop its religious character in accordance with the principles of the Church of England and in partnership with the Church at Parish and Diocesan level.

The School aims to serve its community by providing an education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance of faith and promotes Christian values through the experience it offers to all its pupils.

Walking and learning with faith in the footsteps of Jesus

Aims:

- To ensure that everyone in the school community has an understanding of what bullying is and how the school will deal with incidences of bullying.
- To ensure staff understand their role in preventing and responding where a child is at risk.
- To develop a listening caring ethos where any form of bullying is not tolerated and dealt within the appropriate manner.
- To encourage discussion and not make premature assumptions and to foster a problem-solving approach.
- Explore issues through the curriculum by PSHE, Collective Worship and Anti-bullying week.
- To support the bully and in modifying behaviour.

Definition of Bullying:

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally, an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying. If the victim might be in danger, then intervention is urgently required.

Types of Bullying:

Bullying generally falls into one or a combination of the following categories:

- Physical Bullying – Unprovoked assault on a person or group which can range from a 'prod' to grievous bodily harm.
- Psychological – Reduction of a person's self-esteem or confidence through threatening behaviour, taunting or teasing about race, gender, religion, sexual orientation, disability, family circumstances, appearance, or any other feature of their lives which can be used to wound or humiliate them.
- Social- Ostracism/rejection by peer group.
- Verbal – The use of language in a derogatory or offensive manner, such as swearing, racist or sexist abuse, sexual innuendo, spreading rumours, etc.
- Cyber bullying – Using mobile phones or the internet to deliberately upset someone. This includes peer-on peer abuse (see below). Being subjected to harmful online interaction with other users.
- Prejudice-based and discriminatory bullying
- Homophobic/transphobic/biphobic – Any hostile or offensive action against lesbians, gay males, bisexuals or trans-gender people, or those perceived to be lesbian, gay, bisexual or trans-gender.

- Peer- on-peer abuse - any abusive behaviour that involves sexual harassment/violence, cyberbullying, physical abuse, 'upskirting', 'sexting' or initiation (see Safeguarding and Child Protection, Online Safety policies).

Reporting and responding to bullying:

Our school has clear and well publicised systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders).

- Concerns should be reported to any adult in school who will notify the Head, Deputy Head/SENCO and/or the Pastoral Lead. This communication may be verbal or written.
- Children are encouraged to: Speak to an adult in school/their parents/use Mr Perk's letterbox. Trusted Adults work is carried out at the start of each school year so that children know who they can speak to.
- All staff are aware of the need to take all concerns seriously and to ensure that nurturing relationships encourage information sharing.

Partnership with Parents/Carers:

Parents will be informed if their child has been involved in bullying. They will be invited to share ideas and to contribute to the resolution of the problem. If parents report a bullying problem the report will be listened to, taken seriously and enquiries made. Following the enquiries, the parents will be contacted and the situation discussed.

Preventative Actions:

- Clear rules are established so children understand what constitutes bullying.
- School values are a key part of the life of the school. Through these, children understand the importance of kindness, tolerance, respect, honesty and friendship
- As part of the PSHE curriculum, the school supports the pupils in developing appropriate relationships with each other and understanding what to do if they are concerned
- Bullying is discussed to enable all pupils to develop an understanding of the definition of bullying what to do to keep safe inside and outside school.
- As part of the Computing curriculum, E-safety and online bullying is woven throughout each year group curriculum.
- Children understand the consequences if they disregard the rules.
- We minimise opportunities and head off trouble by identifying times and places where problems may arise.
- We strongly encourage the view that reporting incidents of bullying is taking responsible action rather than 'tale telling'.
- It is often necessary to keep the bully and victim apart e.g. by reviewing seating arrangements in a classroom, or by designating specific play areas for each child.
- We encourage positive attitudes in school by rewarding academic and non-academic achievements and by emphasising the need to care for school resources and premises.

Recording bullying and evaluating the policy:

Bullying incidents will be recorded by the member of staff who deals with the incident on CPOMS. Additional actions will also be logged on CPOMS to ensure the outcomes of the

incident is clear for all parties involved. This information will be used by the Behaviour Team to identify trends and inform preventative work in school as well as the development of the policy and additional staff training. This information will also be presented to the governors as part of the Head Teacher's termly report.

June 2025

The policy will be reviewed every two years.