Alfriston School

Anti-Bullying Policy

Approved by Governing Board: Nov 2022

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. If bullying does occur, everybody has the responsibility to report it and the right to expect that incidents will be dealt with promptly and effectively.

We define bullying as:
The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

(Anti-Bullying Alliance definition of bullying, Nov 2022)

Unkind behaviour that is not continuous, is not bullying, but will still be dealt with.

This policy is fully manifested through our school vision and values, and we have high standards and clear rules which reflect these within our Behaviour Policy.

Aims of the Policy:

- To prevent all bullying;
- To encourage everyone at Alfriston Primary School to take responsibility for stopping and preventing ALL bullying;
- To offer victims of bullying comfort and support;
- To create a climate where, with support, the bully, and bullied, can meet to discuss the incident(s) involved;
- To create a climate where it is accepted that, because bullying is wrong, it is 'OK' to tell.
- To encourage and support all bullies to change their behaviour and attitudes towards others.

Bullying can be:

VERBAL
Name-calling, teasing, rumours, threats, manipulating others.
NON-VERBAL
Leaving people out, ignoring people, following people, making gestures.
PHYSICAL
Hitting, being pushed or pulled about, being attacked, having your possessions thrown around or purposely moved, being forced to hand over money or possessions.
RACIAL
Deliberately causing offence to someone because of the colour of their skin, their religion, culture or ethnic background.
ON-LINE
Inappropriate use of texting, inappropriate emailing, social networking sites and misuse of technology.

Child-on child sexual violence & sexual harassment

In every aspect of our school culture, sexual violence and sexual harassment is never acceptable and will not be tolerated. Children whose behaviour falls below expectations will be sanctioned. Our school makes it clear to all staff the importance of challenging all inappropriate language and behaviour between children.

We will never normalise sexually abusive language or behaviour by treating it as 'banter', an inevitable fact of life or an expected part of growing up. We advocate strenuously for high standards of conduct between children and staff; and demonstrate and model manners, courtesy and dignified/respectful relationships.

Examples may include: non-consensual sharing of sexual images and videos, sexualised online bullying, online coercion and threats, unwanted sexual comments (eg. telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance, calling someone sexualised names, sexual "jokes" or taunting), sexual behaviour (eg. deliberately brushing against someone, interfering with someone's clothes) and messages on social media, and online sexual exploitation.

All reports of sexual violence and sexual harassment between children will be taken very seriously and reported to the Designated Safeguarding Lead who will deal with the incident. This will include informing relevant parents/carers, which may be with the support of other agencies, such as Children's Social Care and the police, as required.

Please see our Child Protection & Safeguarding policy and Keeping Children Safe in Education (KCSIE), especially Part 5, for more details.

Behaviour incidents online

We take the use of online bullying very seriously. The same standards of behaviour expected online as apply offline, and everyone should be treated with kindness, respect and dignity.

This can include:

- Sending threatening or abusive text messages;
- Creating and sharing embarrassing images or videos;
- Trolling – the sending of menacing or upsetting messages on social media or online games;
- Excluding children from online games, activities or friendship groups;
- Shaming someone online;
- Setting up hate sites or groups about another individual or the school;
- Voting for or against someone in an abusive poll;
- Creating fake accounts, hijacking or stealing online identities to embarrass another individual or the school;
- Sending explicit messages, also known as sexting;
- Pressuring children into sending sexual images or engaging in sexual conversations.

In the event that any pupil, parent/carer or other member of the school community is found to be bullying online, we will:

- Report to the appropriate social media platform anyone who posts offending, libellous or defamatory comments, audio, image or videos.
- Inform and work with parents/carers when we become aware online-bullying has taken place, either by or to their child.
- If appropriate we will act in accordance with our Safeguarding and Child Protection policies and the relevant East Sussex Safeguarding Child Partnership's procedures. This may involve making a referral to Children's Social Care.
- If necessary, call the police.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Signs of bullying:

Bullying can bring about changes in children's behaviour. Signs such as these may indicate that a child is being bullied. They may:

- Be unwilling to go to school
- Be frightened of the journey to / from school
- Not want to be in school
- Underachieve in school
- Be unhappy or withdrawn
- Have possessions go 'missing'
- Have nightmares or cry themselves to sleep
- Not want to talk about their problems
- Give excuses to explain any of these things

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. If a child feels like they are being bullied, they report the behaviour to an adult in the school. If another child recognises signs of bullying, they report the behaviour to an adult in school. If an adult recognises signs of bullying, they report the behaviour to the class teacher or other appropriate adult.

2. The adult will investigate what has happened by asking questions and making notes with the children involved. Using the information gathered, the adult will decide if bullying has occurred.
   If bullying hasn't occurred, the adult will still deal with the matter in an appropriate way, following the behaviour policy.
   If bullying has occurred, the adult will continue to follow the procedures below.

3. The incident will be recorded on the record of bullying incidents.

4. Where necessary, there will be opportunities for reconciliation. There may also be behavioural consequences.

5. Children will be monitored by staff through raised awareness at staff meetings.

6. There will be follow up meetings for the parents and child.

Prevention

Pupils are taught about how to be a good friend and what that looks like in action. Our School Charter is shared at the beginning of every term, displayed around the school and referred to on a regular basis. Pupils will learn about bullying and its effects in PSHE lessons, Circle Time and special anti-bullying activities (we recognise the national Anti-Bullying Week too, which happens every November), and it is also revisited in other subjects and activities throughout the curriculum.