



ANTI-BULLYING POLICY

Revised: Summer 2022
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DEFINITIONS

The following terms shall have the following meanings for the purposes of this document:

the School	means Clifton All Saints Academy
Bullying	means the persistent wilful, conscious desire to hurt, threaten or frighten someone else. Bullying can be physical, verbal or just a look. All children have a right to feel safe at school and the School will ensure their safety by taking a zero tolerance approach to bullying.
Safeguarding Officer	means the Headteacher
PSHE	means Personal, Social and Health Education.

The School consider the following to be bullying if they are occurring consistently and repeatedly:

- Verbal - Name calling, teasing, taunting
- Physical – hitting, kicking, or any other inappropriate physical contact
- Cyber – messaging, social media, email
- Emotional – excluding someone, segregation
- Visual/Written – graffiti, gestures, insignia
- Damage to personal property
- Threat with a weapon
- Intimidation or extortion
- Forcing others to do something against their will
- Playing on the fears or circumstances of others

The actions above can be based on any of the following things:

- Race
- Sexual orientation (homophobic or biphobic)
- Special Educational Needs or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to other vulnerable groups of people

The use of derogatory language is not acceptable and will not be tolerated. This can take the form of any of the above. It will be challenged by staff and recorded and monitored as a bullying incident following the procedures listed below.

The School believe that it is crucial to prevent bullying through exercising vigilance on pupil behaviour and developing a clear set of guidelines and procedures. The School believe that it

is important to reinforce positive behaviour and ensure that all children understand clearly which behaviour is acceptable and which is not. It is important to help children distinguish between bullying, boisterous play and bossiness.

The School will make it clear to the children that inappropriate contacts by email, mobile phone or social networking sites can also be considered as bullying and that we will take steps if this has taken place.

The aims of this policy are to prevent bullying through: -

- Exercising vigilance in the playground
- Talking about bullying and raising awareness of the feelings of others
- Creating a climate where bullying is unacceptable
- Encouraging the children to look out for each other and supporting them to be firm in their beliefs about what is acceptable behaviour.
- Making children aware of the consequences of their actions
- Raising parental awareness and involving them if a second occurrence of bullying takes place
- Giving clear and consistent guidelines to the children about telling adults
- Discussing with children non-violent means of resolving conflicts
- All staff listen to the children, respect their concerns and fears and will deal with both victims and aggressors in a sensitive way. Staff are informed if any child or group of children is causing concern so that their school day can be more carefully monitored.
- Regular meetings with midday staff ensure that all staff are aware and involved in procedures.

As always, the School aim to catch the children being good, and positive behaviour will be rewarded and reinforced by the giving of: team-points, values awards and stickers.

GUIDELINES ON BULLYING

1. Procedures

- All forms of bullying will be challenged including those involving the use of language relating to gender identity and sexual orientation.
- Report bullying incidents to the Safeguarding Officer and raise issues at staff meetings.
- In cases of serious bullying, the incidents will be recorded by the Safeguarding Officer, who will also inform the School Governors.
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, Police or Social Care will be consulted.
- The bullying behaviour or threats of bullying will be investigated by the teacher and ultimately the Headteacher.
- An attempt will be made to help the bully change their behaviour.

2. Outcomes

- Children will be given opportunities to discuss the situation from their viewpoint in an unbiased environment.
- The bully will be given opportunities to explore the potential results of their poor behaviour.
- The bully may be asked to genuinely apologise and/or other consequences may take place.
- If possible the children will be reconciled through adult intervention tactics.
- In serious cases, suspension or even exclusion will be considered.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to try to ensure the bullying is not repeated.

3. Prevention

The staff will use these methods for helping children to prevent bullying:

- Have a persistent ethos that encourages friendship and discourages being unkind running through the whole curriculum, staff attitudes, PSHE and especially through whole school assemblies.
- Discuss and agree set of school and class rules with children.
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class
- Make bullying awareness a regular part of whole school assembly
- Making up role-plays
- Having discussions about bullying and why it matters.