



ROOTED IN GOD'S LOVE, EVERYONE GROWING TOGETHER  
TO BECOME THE BEST THAT WE CAN BE

# Anti-Bullying Policy

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Safeguarding Governor	Paul Adnitt (Chair of Governors)
Last Updated	November 2023
Approved by the Governing Body	December 2023
Date to Review	November 2024

*At Barrow URC Primary School, we work hard to ensure that all of our pupils are included in all parts of school life. We begin with high quality teaching, ensuring that all of our staff are trained to support all children. For children with special educational needs or disability, we may make reasonable adjustments or call upon the support of external experts. We have high expectations for all of our children and track the progress they make carefully, ensuring timely and high quality intervention is in place where necessary. It is important that we work closely with families, with the child always at the heart of our approach. We provide a safe, inclusive environment, in which all children feel welcome and valued. In our school, the child is always at the heart of what we do. Our seven core values- Respect, Honesty, Trust, Love, Peace, Kindness and Forgiveness- are the pillars of our school community and help us to provide a safe, caring environment in which all our children feel welcome and valued.*

## Policy Development

During Anti-bullying week a working party was formed to discuss this policy and current practice at Barrow. This policy was developed in consultation with the whole school family with input from:

- Members of staff
- Governors
- Parents/carers
- Children (Representatives from each year group – Happiness Heroes)

## Definition of Bullying

The Anti-Bullying Alliance (ABA) and its members have a shared definition of bullying based on research from across the world over the last 30 years and it is the definition which we have adopted.

ABA defines bullying as:

*'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.'*

Our children prefer this simple definition and this has been agreed to be adopted in the child friendly version of this policy;

**S**everal  
**T**imes  
**O**n  
**P**urpose



## What does bullying look like?

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc
- Online – posting on social media, sharing photos, sending nasty text messages

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the ‘bystanders’ or ‘accessories’.

## Online Bullying

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims.

Cyberbullying can take many forms and bullying online can often start in school and then be progressed online or start online and influence behaviour in school.

Whilst most incidents of Cyberbullying occur outside school we will offer support and guidance to parents/carers and their children who experience online bullying and will treat Cyberbullying with the same severity as any other forms of bullying.

Cyberbullying can include:-

- hacking into someone’s accounts/sites
- Posting prejudice /hate messages
- Impersonating someone on line
- Public posting of images
- Exclusion
- Threats and manipulation
- Stalking

We will ensure that our children are taught safe ways to use the internet (see our online safety policy) and encourage good online behaviour.

## Systems of Reporting

Children are encouraged to report any incidents of bullying to any member of staff, whether they are the victim or a bystander. Likewise, parents/carers are welcome to discuss any bullying worries with a member of staff. The member of staff will record this on Cpoms. The matter will be investigated by the member of staff the issue was reported to or a member of SLT. The head teacher will be made aware of this immediately to ensure that the procedures are correctly followed and it is given a high priority.

## Procedures

All reported incidents will be taken seriously and investigated involving all parties. The staff are aware of and follow the same procedures.

After an allegation of bullying;

- All parties including the victim, bully and all others involved will be interviewed and recorded on Cpoms by a member of staff/SLT then passed to the Headteacher.
- Parents/carers will be informed as to the involvement of their child.
- Appropriate disciplinary sanctions in accordance with the school's Behaviour Policy will be put in place and these will be graded according to the seriousness of the incident but will send out a message that bullying is unacceptable at Barrow.
- The response may vary according to the type of bullying and may involve other agencies where appropriate.
- Support will be given, appropriate to the situation, for all involved such as - solution focused, restorative approach, circle of friends, individual work with the victim, perpetrator, bystanders and others affected by the bullying, a referral to outside agencies will be made if appropriate.
- A link buddy in class and member of staff will be assigned to the victim for regular check ins.
- A member of SLT will make regular (at least one a week) contact with parents until the matter is resolved.

## Strategies for Preventing Bullying

As part of our commitment to the safety and welfare of our pupils Barrow we have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- Ensuring that the school actively promotes the celebration of difference and diversity as part of our Christian values and curriculum.
- Anti-Bullying week annually in November and Safer Internet Day in February
- PSHE lessons and cross curriculum themes.
- Celebration events. E.g. Achievement assemblies on Fridays
- Specific curriculum input on areas of concern such as cyber bullying and internet safety
- Junior Leadership Team (including Happiness Heroes)
- Play leaders
- Barrow Buddies – Reception and Year 6
- Nurture hub open times at lunch time with a trusted adult to talk to

- Ludo time/ walks
- Worry boxes
- Prayer Bears
- Happiness Heroes
- Buddy Bench
- QR code shared with upper ks2 children as a way to share a concern – concerns go immediately to Deputy Head teacher.



### *Links with other documents*

- Behaviour policy
- Safeguarding policy
- Equalities Policy
- PSHE policy
- Personal Development Curriculum
- Behaviour Curriculum