



St Hilda's Moorland Federation
Egton CE (VA) School and Danby CE (VA) School

ANTI-BULLYING POLICY

Effective Date:	January 2022
Date Due for Review:	January 2025
Approved By:	Full Governing Body
Approval Date:	25th January 2022

Our vision statement

'Inspire learning and help children to achieve their potential in a caring, happy and distinctively Christian family.'

The Bible verse that underpins our Vision Statement

"I have come that they may have life, and have it to the full."
John 10:10.

Our Strapline

'Learning and Growing together with God.'



1. Together we will stop bullying (The St Hilda's Moorland Federation commitment)

As a Christian School Federation 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 environment. Our core values of **TRUST**, **FRIENDSHIP** and **RESPECT** ensure that incidents of bullying are exceptionally rare. However, bullying of any kind is unacceptable in our schools. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are **TELLING** schools. This means that anyone who knows that bullying is happening is expected to tell staff.

2. Ethos and values of our school federation community

The Vision of St Hilda's Moorland Federation, is to inspire learning and help children to achieve their potential in a caring, happy and distinctively Christian family.

We achieve this by creating a nurturing and inclusive environment; by modelling core values; by offering relevant, exciting and engaging learning experiences and by fostering a sense of community and belonging.

3. Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the St Hilda's Moorland Federation policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

4. Our definition of bullying

Bullying is a complex issue with frequency of incidence being an important factor. One off incidents of unkindness or unfairness, or a series of isolated incidents, do not necessarily constitute bullying, although we recognise that the emotional impact of such events can be significant. Bullying can take place between children, between adults, and between children and adults.

The Anti-Bullying Alliance includes the following principles in its definition of bullying:

- bullying behaviour deliberately causes hurt (either physically or emotionally)
- bullying behaviour is repetitive (though one off incidents such as the posting of an image, or the sending of a text that is then forwarded to a group, can quickly become repetitive and spiral into bullying behaviour)
- bullying behaviour involves an imbalance of power (the person on the receiving end feels like they can't defend themselves)

Bullying is not:

- teasing and banter between friends without intention to cause hurt
- falling out between friends after a short quarrel or disagreement
- behaviour that all parties have consented to and enjoyed

Bullying can be:

- Physical- Kicking, hitting etc
- Verbal- name calling, taunting etc
- Non verbal- face pulling, gestures etc
- Emotional – tormenting, putting people down, excluding etc
- Cyber bullying e.g. texts, pictures/video clips, phone call, email, instant messaging, chat rooms, social network sites etc

Bullying can also focus on different social identities:

- Race, religion or belief
- Gender- Sexist, Sexual and Transgender
- Disability and special needs
- Sexual Orientation
- Socio-economic circumstances

St Hilda's Moorland Federation takes all forms of bullying seriously. Through our open door ethos and good communications with parents/carers, we encourage families to share concerns with us immediately to enable us to investigate issues and resolve them as soon as possible.

5. Preventing bullying

St Hilda's Moorland Federation has a proactive attitude to anti-bullying. All staff have a responsibility for dealing with this problem and in ensuring that pupils are well supervised in the classrooms, around schools and the playgrounds. Children have their awareness of the issue raised and addressed in a variety of ways; through Daily Collective Worship, the PSHE curriculum, the SEAL programme etc which inform them of the school's expectations and about the unacceptability of bullying and what to do if they experience or are aware of bullying by others. Through our caring and inclusive ethos we develop positive relationships. We are involved with the national 'Anti-bullying week' each Autumn and we use this as an opportunity to increase the awareness of the anti-bullying ethos throughout our schools.

At St Hilda's Moorland Federation, we recognise that there are particular times when children may be more vulnerable to bullying – particularly lunch and break times – and arrangements are in place to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents.

St Hilda's Moorland Federation will also use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays)

6. Reporting bullying

1. Report bullying incidents to staff
Bullying must be reported. We must ensure that the children understand that staff/adults cannot deal with what we don't know about. Incidents can be reported to any member of the St Hilda's Moorland Federation community and will initially be investigated by the class teacher. The Headteacher will be informed.
2. In cases of serious bullying, the incidents will be recorded by staff
Discussions will take place with: the alleged victim, the alleged bully, any witnesses. A decision will be made as to whether bullying has occurred. We will always help children to understand the difference between real bullying and children falling out. Sometimes children and adults talk about bullying when they mean a disagreement. A confidential record of bullying and any serious incidents of unacceptable behaviour will be kept in school by the Headteacher.
3. In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

7. Responding to bullying

Pupils will be encouraged to show and accept FORGIVENESS in the spirit of our Christian character.

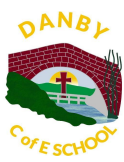
1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place. See Behaviour Policy and the Five Step Plan
2. In serious cases, suspension or even exclusion will be considered
3. If possible, the pupils will be reconciled
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

8. Measuring progress

At Egton CE VA & Danby CE VA Primary Schools, we aim to make this policy as effective as possible. Children will partake annually in specific conversations about the experiences of everyone in the school community (e.g., through surveys and focus groups and pupil voice). Bullying may be addressed through the Headteacher's Reports to Governors allowing them to monitor levels of incidents and the effectiveness of response.

9. Possible Signs and Symptoms:

- A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:
- Is frightened of walking to or from school
- Doesn't want to go on the school / public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)



- Begins to truant
- Becomes withdrawn anxious, or lacking in confidence
- Starts stuttering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or " go missing"
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Comes home starving (money / lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous & jumpy when a cyber message is received

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

10. HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 0808 800 5793

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

The Anti-Bullying alliance

<https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying>

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.