Temple Guiting Church of England School

Anti-Bullying Policy

Our Vision

'Every One to Thrive"

OUR PURPOSE*: "At Temple Guiting Church of England School, we welcome everyone and value their uniqueness. Enriching and exciting learning opportunities enable our whole school community to flourish, to be confident & resilient, and develop a lifelong love of learning, exploring and curiosity. We care for each other, ourselves, and our environment.*

Together we thrive and learn to live life to the full" John 10,10

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2018 and 'Sexual violence and sexual harassment between children in schools and colleges' guidance. The setting has also read Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools" and DfE research into antibullying practices: www.gov.uk/government/publications/approaches-to-preventing-andtacklingbullying

Designated Safeguarding Lead+ Headteacher – Ann Barry
Deputy Designated Safeguarding Leads – Rachel Newsham,
Laura Davies + Zoe Rainbow

Ethos:

At Temple Guiting we believe that all children are created in the image of God (Gen 1 v27) and as such we endeavour to treat all children with respect and dignity. This is what drives our simple 3 step rule system:

Respect God, Respect Others, Respect Yourself

The adults at Temple Guiting have an important responsibility to model high standards of behaviour, both in their dealings with the children and with each other, as their example has an important influence on the children. **Aim**

- To define acceptable standards of behaviour.
- To create an environment which encourages and reinforces the concept that bullying is unacceptable in any and all forms.
- To encourage consistency of response to all forms of bullying.
- To promote self-esteem, self-discipline and positive relationships.
- To ensure that the school's expectations and strategies are widely known and understood.
- To encourage the agreement of both home and school in the implementation of this policy.

Definitions of Bullying

Gloucestershire's Children and Young People's Directorate defines bullying as:
'Offensive, abusive, intimidating, malicious or insulting behaviour. An abuse of power, which makes the recipient feel upset, threatened, humiliated, angry or vulnerable. It undermines their self-confidence and may cause them to suffer distress and a sense of injustice.'
The 'Anti-bullying Alliance' suggests that bullying is

- Repetitive, wilful or persistent
- Intentionally harmful, carried out by an individual or a group
- An imbalance of power leaving the victim defenceless

Forms of bullying:

- **Physical**: Pushing, kicking, hitting, including violent threats, taking and damaging belongings.
- **Verbal:** Name-calling, sarcasm, gossiping, spreading rumours and persistent teasing.
- **Emotional**: Tormenting, humiliating, ridiculing, ignoring, excluding.
- **Sexual:** Unwanted physical contact, comments of an unwelcome sexual nature.
- **Cyber:** Harassment, alarm, distress or humiliation that uses internet-related and telephone technology.
- **Racist:** Gestures, taunts, graffiti, physical violence, mocking.
- **Homophobic**: Name-calling, violence, offensive comments.

Signs of being bullied :

Children who are bullied do not feel very good about themselves and sometimes think it is their fault or that they deserve to be bullied. Alternatively they can feel angry. Children and adults can feel helpless, frightened, and desperate.
Persistent Bullying can result in:
• Depression
• Low Self-Esteem
• Shyness
• Poor academic achievement
• Truancy
• Isolation
• Threatened or attempted suicide
• Self Harm

Links to other policies

This policy links with several school policies, practices and action plans including:

- Safeguarding policy
- Behaviour policy
- Complaints policy
- Child protection policy
- Confidentiality policy
- Online safety and Acceptable Use Policies (AUP)
- Curriculum policies, such as: PSHE, citizenship and computing

Statutory duty of schools
We recognise it is the Headteacher's legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation
The following steps will be taken when dealing with incidents:
• If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
• A clear account of the incident will be recorded and given to the Headteacher • If the bullying is repeated over a significant length of time, the Headteacher will interview all concerned and will record the incident • All staff will be made aware of the incident.
• Parents will be kept informed
• Punitive measures will be used as appropriate and in consultation will all parties concerned.

Pupils who have been bullied will be supported by:
• offering an immediate opportunity to discuss the experience with a member of staff of their choice;

• reassuring the pupil;
• offering continuous support;
• restoring self-esteem and confidence.

Pupils who have bullied will be helped by:
• discussing what happened;
• discovering why they became involved;
• establishing why they acted as they did;
• informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:
• mentoring
• official warnings to cease offending
• detention
• exclusion from certain areas of school premises
• minor fixed-term exclusion • major fixed-term exclusion
• permanent exclusion.

Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Supporting adults

- Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.
- Adults who have been bullied or affected will be supported by:
- Offering an immediate opportunity to discuss the concern with the the headteacher or Deputy Designated Safeguarding Lead.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required. Specific guidance is available for leaders regarding dealing with complaints made on

social networking sites: www.kelsi.org.uk/child-protection-andsafeguarding/esafety

Monitoring, evaluation and review

This policy is monitored by the Standards Committee. The school will review this policy every three years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school

December 2024 – following parent and pupils voice questionnaires – November 2024

Reviewed and updated January 2025

Review January 2026

Appendix:

Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practiceschools

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_- _module_final.pdf

- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of 0-25

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-forchild-internet-safety-ukccis
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion and nationality and gender

- Anne Frank Trust: www.annefrank.org.uk 12 Theeducationpeople.org
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama:www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational
- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk o A Guide for Schools: www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalitionSchools-Guide.pdf
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobodycampaign-posters
- Anti-bullying Alliance: advice for school staff and professionals about developing effective antibullying practice in relation to sexual bullying: www.antibullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-gender-related

Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017) www.gov.uk/government/publications/preventing-and-tackling-bullying