



Anti-Bullying Policy

Oldcastle Primary School promotes an anti-bullying ethos amongst pupils, staff and visitors. Bullying in all forms is unacceptable and will be taken seriously.

Our pupils, staff and visitors have a right to feel safe at school and home (UNCRC Article 18) and should be informed to decide what feels safe and unsafe.

Nominated Member of Leadership Staff Responsible for the policy: Mrs C. Littlewood

Designated Safeguarding Lead (s): Mrs C. Littlewood, Miss L.Hodgson

Named Governor with lead responsibility: Mr D Faulkner

Date Written: July 2023

Date reviewed July 2024

Date agreed and ratified by Governing Body:

Date of next review: July 2025

At Oldcastle, our school community and the ethos we promote are vital to ensuring pupils and their families feel safe and secure at school and at home. It is vital that pupils, staff and parents feel listened to and that their concerns and reported incidents are taken seriously.

Policy objectives:

- This policy outlines what Oldcastle Primary School will do to prevent and tackle bullying.
- The policy has been adopted with the involvement of the whole school community, including our Junior Leadership Team and Pupil Voice, who have supported the writing of this policy, and their views are an integral part of school life.
- Oldcastle Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

Links with other school policies and practices

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

- Positive Behaviour Policy
- Complaints policy
- Safeguarding Policy
- Confidentiality Agreement
- Online Safety Policy
- Curriculum Vision
- ALN Bill
- The Relationships, Sexuality, Education Framework

Links to legislation

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children's Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 198

Responsibilities

It is the responsibility of:

- The headteacher to communicate this policy to the school community to ensure that measures are applied fairly, consistently and reasonably and that a senior leadership team member has been identified to take overall responsibility
- Governors to take a lead role in monitoring and reviewing this policy
- All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by the policy

Definition of bullying

In the Welsh Government statutory guidance document, 'Rights, Respect, Equality' (WG 2019), the minister for education, Kirsty Williams stated that the government are "*committed to challenging bullying holistically*".

- Bullying can be defined as "*behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally*" (DfE "Preventing and Tackling Bullying", July 2017)
- Bullying can include name-calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos. Bullying is recognised by the school as being a form of peer-on-peer abuse. It can be emotionally abusive and cause severe and adverse effects on children's emotional development.

Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types and forms of bullying, including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics)
- Bullying related to race, religion, faith and belief and for those without faith
- Bullying related to ethnicity, nationality or culture
- Bullying related to Additional Learning Needs or Disability (ALN)
- Bullying related to sexual orientation (homophobic/biphobic bullying)
- Gender-based bullying, including transphobic bullying
- Bullying against teenage parents (pregnancy and maternity under the Equality Act)

School Ethos

Oldcastle Primary community recognises that all forms of bullying, especially if left unaddressed, can devastate individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.

By effectively preventing and tackling bullying, our school can create a safe and disciplined environment where pupils can learn and fulfill their potential.

Our Community:

- Monitors and reviews our anti-bullying policy and practice regularly.
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that some community members may be more vulnerable to bullying and its impact than others, including children with ALN. Awareness of this will help us develop effective strategies to prevent bullying and provide appropriate support if required.
- The school will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils know that bullying concerns will be dealt with sensitively and effectively; everyone should feel safe to learn.
- All community members must work with the school to uphold the anti-bullying policy.
- Recognises the potential impact of bullying on the wider family of those affected so that we will work in partnership with parents/carers regarding all reported bullying concerns and seek to keep them informed at all stages.
- Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy
- Utilises support from the Local Authority and other relevant organisations when appropriate.

Responding to bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the bullied person—ensuring they are not at risk of immediate harm. They will involve them in any decision-making, as appropriate.
- The headteacher or another leadership team member will interview all parties involved.
- The Designated Safeguarding Leads (DSL) will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members where appropriate.
- The school will ensure parents/carers are informed about the concern and action taken, as appropriate and in line with the safeguarding and complaints policies.
- Sanctions, as identified within the School Behaviour Policy, and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services, including early help or children's social care, if a child is at risk of significant harm.
- Where the bullying of or by pupils occurs off the school site or outside of normal school hours (including cyberbullying), the school will thoroughly investigate the concern. If required, the DSL will collaborate with other schools.

- The school will record a clear and precise account of bullying incidents in accordance with existing procedures. This will include recording appropriate details regarding decisions and actions taken using the school's 'My Concern' Package.

Cyberbullying

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the bullied person to keep evidence (screenshots) of the bullying activity to assist in any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
 - * looking at the use of the school systems;
 - * identifying and interviewing possible witnesses;
 - * Contact the service provider and the police, if necessary.
- Work with individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.
- Request the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensure access to any additional help they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps to protect themselves online. This may include:
 - * advising those targeted not to retaliate or reply;
 - * providing advice on blocking or removing people from contact lists;
 - * helping those involved to think carefully about what private information they may have in the public domain.

Supporting pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a staff member of their choice.
- Reassuring the pupil and providing continuous pastoral support, including Thrive, Barney (Wellbeing Dog), and use of the sensory room.
- Use of the Wellbeing and Learning Champions to work towards restoring self-esteem and confidence.
- Providing ongoing support; may include: working and speaking with staff, offering formal counseling, and engaging with parents and carers

- The school will use the School's Police Officer to educate children of the Wales Police Schools Programme and the various lessons offered
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Children Social Work Service or the Child and Adolescent Mental Health Service (CAMHS).

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened and establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, request that content be removed and report accounts/content to the service provider.
- Sanctioning, in line with the school's positive behaviour policy, may include official warnings, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- Where necessary, work with the wider community and local/national organisations to provide further or specialist advice and guidance, including involvement from the Police or referrals to Early Help, Children Social Work Service, or the Child and Adolescent Mental Health Service (CAMHS).

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 designated safeguarding lead, a senior member of staff and/or the headteacher.
- 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 the school site or outside of normal school hours (including online), the school may still investigate the concern and ensure that appropriate action is taken in accordance with the school's 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 to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with the headteacher or senior member of staff to

establish the concern.

- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, request that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

Preventing bullying

Environmental

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, following the school's values with consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any community member, including adults and children (peer-on-peer abuse).
- Recognise the potential for children who are vulnerable, ALN and with disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Openly discuss differences between people that could motivate bullying, such as children with different family situations, such as children in care or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance-related difference.
- Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology positively and responsibly, especially mobile phones and social media.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns, including prejudice-driven bullying.
- Actively create "safe spaces" for vulnerable children, young people and adults.
- Celebrate success and achievements to promote and build a positive school ethos.

Policy and Support

The whole school community will:

- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns. Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools' attention which involves or affects pupils, even when they are not on school premises; for example, when using school transport or online, etc.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident.
- Use various techniques to resolve the issues between those who bully and those

who have been bullied.

Education and Training

The school community will:

- Train all staff to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the PSE curriculum and other activities, such as assemblies, peer support, and the pupil voice/Junior Leadership Team.
- Collaborate with other local educational settings as appropriate, and during key times of the year, such as transition.
- Provide systematic opportunities to develop pupils' social and emotional skills, including building resilience and self-esteem.

Involvement of pupils

We will:

- Involve pupils in policy writing and decision-making to ensure that they understand the school's approach and are clear about the part they play in preventing bullying.
- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embed messages in the more comprehensive school curriculum.
- Utilise pupil voice in providing pupil-led education and support.

Involvement and liaison with parents and carers

We will:

- Take steps to involve parents and carers in developing policies and procedures to ensure they know the school does not tolerate any form of bullying.
- Make sure that essential information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school website.
- Ensure all parents/carers know who to contact if worried about bullying and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively to raise concerns in an appropriate manner.

Monitoring and review: putting policy into practice

The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.

Any issues identified will be incorporated into the school's action planning.

The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying, including outcomes.