Great Massingham & Harpley CofE Primary Schools Federation

United. Resilient. Respectful.

Anti-Bullying Policy

Policy produced by	Headteacher	
Date policy reviewed and approved	Jan 2025	
Reviewed and approved by	Governing body	
Next review due	Jan-2028	
Published on website	**Yes**	No

Great Massingham and Harpley C of E Primary Schools are committed to preventing and tackling bullying.

We believe that children should
- work without fear,
- achieve through enjoyment,
- lack mental and physical stress,
- feel part of the school and local community
- leave as contented young people ready to take part in the next stage of their lives

We believe that all forms of bullying are unacceptable and should not be tolerated.
• We want the children at Great Massingham and Harpley Schools to be and feel safe from bullying and discrimination.
• We want everyone who works with children and young people to take bullying seriously and know how to resolve it positively.
• We seek to empower them to challenge, remedy and prevent bullying, creating a culture where everyone is treated with dignity and respect and treats others in the same way.

Bullying is a deliberately hurtful act by an individual or group, repeated over a period of time. It usually involves use of intimidation and can affect an individual or a group. Bullying IS NOT when children and young people of a similar age and size find themselves in conflict.
We understand that bullying is a major concern for young people, their parents and carers and we believe everyone shares the responsibility to address it.
The Anti-Bullying Alliance bases its definition of bullying on the accounts of the victims of bullying. They consider it to be:

- deliberately hurtful (including aggression)
- repetitive or persistent
- based on an imbalance of power, leaving the victim feeling defenceless

Bullying can take many forms, but the main types are:

- **Physical:** pushing, hitting, kicking, pinching, threats, stealing
- **Verbal:** name calling, insulting, sarcasm, persistent teasing, offensive remarks, spreading rumours
- **Emotional:** tormenting, ridicule, humiliation, exclusion from social groups, spreading nasty rumours, the "look"
- **Racist:** racial taunts, jokes, offensive mimicry, graffiti, gestures
- **Sexual:** inappropriate and uninvited touching, abusive comments, innuendoes
- **Damage to property or theft:** pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the property be handed over to them.
- **Cyber Bullying:** use of mobile phones, instant messaging, email, chat rooms or social networking sites to harass, threaten or intimidate someone. *(See our eSafety policy for further information).*

Bullying may target individual characteristics – ethnic origin, nationality, colour, sexual orientation or some form of disability. These are Protective Characteristics as defined in the 2010 Equalities Act.

We want children to take advantage of opportunities to:
• Value themselves, their achievements and develop strong self-esteem
• Practice and develop emotional resilience and social skills to manage their feelings and work with others to resolve conflicts calmly
• Be actively involved in anti-bullying initiatives.

We want children parents and carers at Great Massingham and Harpley Schools to:
• Know that we take bullying seriously and want to work in partnership to reduce it
• Understand what bullying is and how to prevent and respond to it
• Feel safe in their communities and confident that they will be listened to and incidents will be dealt with
• Be informed so that they know what to do, where to get help and how to support others who are bullied or bully
• Be able to influence the school's anti-bullying strategy and policy.
• Celebrate differences and choose not to bully or discriminate against others
• Recognise other people's feelings and treat others with respect

In the event a parent feels their child is being bullied they should
1. Speak to the class teacher.
If you are not satisfied with the outcome of this meeting
2. Speak to the Headteacher.
If you feel the problem has still not been resolved.
3. Speak to the Chair of Governors.
In the unlikely event that we have not been able to resolve the problem in school you should
4. Contact Children's Services at County Hall Tel: 0844 800 8001

At Great Massingham Primary and Harpley Primary Schools we will create environments where children feel safe respected and valued, where bullying behaviour cannot flourish. To achieve this we will:
• Encourage and reflect inclusion in our organisation, ethos, community links, partnerships, curriculum and teaching and learning
• Teach children the skills of mutual respect and co-operation through the use of PATHS materials and other relevant curricular approaches through Personal Social Health Education and Employment and Citizenship
• Work with the Healthy Norfolk Schools Programme and attendance team to develop a whole school culture where children feel emotionally safe
• Take part in annual events like national anti-bullying week
• Openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality. Also children with different family situations, such as looked after children or those with caring responsibilities.
• Use specific organisations or resources for help with particular problems.

We want all staff to:
• Be aware of their legal duties and responsibilities to reduce and respond to bullying in and outside their setting
• Promote, encourage, expect and praise good behaviour, adopting a 'zero tolerance' to bullying
• Be respectful in all their dealings with children
• Ensure that all pupils understand about bullying including different forms it takes (physical, verbal, indirect and cyber), the damage it does, what to do about it and where support exists

• Ensure pupils understand more specific types of bullying: Sexual Harassment – on the grounds of someone's gender or sexual orientation, Racial Harassment – based on race, ethnic or national origin, Religious Harassment – based on religious beliefs or practices and Disability Harassment – based on disability, impairment or additional need.
• Use the curriculum to teach children and young people to understand what bullying is, how to deal with it and how to build emotional resilience, empathy and self-esteem
• Tailor responses to particular forms of bullying and ensure that vulnerable groups susceptible to bullying are supported
• Provide and encourage a safe, listening environment so that children feel able to report bullying anonymously or face-to-face and know that it will be dealt with effectively without fear of further bullying or discrimination.
• Explain to pupils that they can report bullying which may have occurred outside school including cyber-bullying.
• Provide strategies to support both those who are bullied and those who bully and to help bystanders to become part of the solution
• Seek opportunities to promote participation of children in all aspects of anti-bullying work at school

The School Management Teams and Federated Governing Body will:
• Ensure that staff understand about bullying, including the four different forms it takes (physical, verbal, indirect and cyber), the damage it does, what to do about it and where support exists
• Review the effectiveness of prevention and responses to bullying

• Train all staff to respond promptly and firmly when dealing with incidents and know the breadth of rewards, sanctions and strategies
• Inform parents and carers about procedures to follow in the event of bullying and the support they can expect to get
• Monitor and record bullying incidents and gather relevant data to inform evaluation of practice and show how the setting is attempting to reduce bullying and bullying behaviours Updated

procedures
• Promote a whole-school approach to addressing bullying

Adopted by the Governing Body
Signed …… …… Chair of Governors Date……

Organisations That Can Offer Support

Legislative Links

Schools' duty to promote good behaviour (Education and Inspections Act 2006 Section 89)

Power to tackle poor behaviour outside school (Education and Inspections Act 2006 Section 89(5))

The Equality Act 2010

DfE Behaviour and Discipline in Schools Guidance

Keeping Children Safe in Education (KCSIE)

Working together to safeguard children

Preventing tackling bullying July 2017

Cyber bullying Advice for parents 2014

National Organisations

Anti –Bullying Alliance - ABA
Brings together over 60 organisations into one network with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.
Tel: 020 7843 1901
www.anti-bullyingalliance.org.uk

The Diana Award
Anti-bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying.

ChildLine
Offers a free, 24-hour helpline and counselling service for children in distress or danger.
Tel: 0800 1111
www.childline.org.uk

• Make sure that children, young people, families and carers are engaged and clear about

Kidscape
Charity established to prevent bullying and promote child protection by providing advice for young people, professionals and parents about different types of bullying and how to tackle it.
Tel: 020 7730 3300
www.kidscape.org.uk

National Society for the Prevention of Cruelty to Children – NSPCC
NSPCC aims to end cruelty to children. Works with children and families, as well as influencing public policy and attitudes.
Tel: 0207 825 2500
www.nspcc.org.uk