

BURFORD SCHOOL



Burford School and Nursery

‘Enjoy, Achieve, Succeed Together’

ANTI-BULLYING POLICY

Date policy adopted by Governing Body: January 2024	Date of next review: January 2027
This policy will be subject to review every three years by the Governing Body or more frequently in the light of changes in legislation	

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1. Statement of Intent

Burford School considers any form of bullying as unacceptable. The school considers it vital to protect victims and to promote a culture in which bullying in any form is not tolerated.

The aim of the policy is:

- To educate all stakeholders about what bullying is
- To have clear procedures in place to deal with incidents of bullying, including a set of sanctions that all staff are aware of
- To support and protect the child who is being bullied
- To develop a positive ethos in which children feel comfortable to talk about what is happening to them
- To re-educate the child exhibiting bullying behaviour to make them aware of the consequences of their actions
- To promote anti-bullying (eg: through Anti-Bullying Week, assemblies) and to provide a safe and secure environment in which children feel free to learn

2. Legislation and Guidance

This policy is based on guidance from the Department of Education (DfE) on:

- [Equalities Act 2010](#)
- [Preventing and Tackling Bullying](#)
- [Cyber Bullying: advice for headteachers and school staff](#)

3. Definition

“Bullying (verb) - seek to harm, intimidate, or coerce someone perceived as vulnerable.”

Bullying may take many forms. However, the three main forms identified in this policy are:

Physical e.g. – hitting, kicking, spitting, taking belongings

Verbal e.g. – name calling, insulting, racist remarks

Indirect e.g – spreading nasty stories about someone, excluding someone from social groups, nasty looks, cyber bullying

Many incidents of bullying have three things in common:

- It is deliberately hurtful behaviour
- It is repeated often over a period of time
- It acts as a barrier to learning for the child subject to bullying

4. Scope of Policy

This policy applies to the following:

- During school hours on school property
- At school events, including school trips and residentials
- Online activities related to school

5. Prevention Strategies

Burford School's Behaviour Policy will be used in conjunction with this policy to facilitate a healthy social and learning environment. The school aims to prevent bullying by:

- Using the curriculum to raise awareness of what constitutes bullying
- Enrole to an anti-bullying programme, such as the [United Against Bullying Programme](#)
- Giving pupils opportunities to talk about bullying
- Ensuring that all children are aware of the consequences that will be applied
- The effective use of the school grounds as a social area
- Pupils (or their parents) feeling able to tell staff if they are being bullied
- Responding promptly and consistently to any bullying behaviour
- Involving the whole school community including families, governors, pupils, teaching and non-teaching staff
- Regular monitoring by the Senior Leadership Team of children subject to bullying

5.1 United Against Bullying

Burford School is committed to preventing any incidents of bullying from occurring within the scope of this policy. As part of this commitment, it has enrolled to participate in the United Against Bullying Programme. This has enabled Burford School to audit current provision, involving pupils and staff along the process, in order to build and act on an action plan, before completing an end of year questionnaire for school to measure the impact of the programme.

6. Reporting Procedures

As a school we will:

- Encourage children subject to bullying and witnesses to speak up
- Treat all incidents seriously
- Be alert for changes in a pupil's behaviour, attitude and wellbeing and report on CPOMS (Child Protection Online Management System)
- Listen to parental concerns and follow up any repeated incidents

Staff, parents and pupils can report an incident of bullying to a member of staff, where it will be escalated to the Senior Leadership Team (SLT).

7. Response and Investigation Procedures

When the Senior Leadership Team receive a report of bullying, SLT will:

- Take all reports of bullying seriously
- Deal with each incident individually and to access the needs of each pupil separately, informing parents of the process school will be undertaking
- Endeavour to investigate all incidents within 5 working days
- Ensure that all children are interviewed separately as per the behaviour policy
- Obtain information from children who were present during the incident(s)
- Keep a written record of the incident, investigation and outcomes
- Inform relevant staff about the incident
- Meet with parents to inform them of the investigation findings
- Ensure that action is taken to prevent further incidents, if necessary
- Log investigation notes, actions and correspondence on CPOMS

8. Intervention Strategies

8.1 Consequences of Bullying Behaviour

In conjunction with our Behaviour Policy, and the Norfolk Steps Approach, consequences will be applied to the child responsible for the bullying, as deemed applicable. These will include one or more of the following (not an exhaustive list):

Educational:

- Further education of the impact of bullying (in addition to that covered in the curriculum)
- Producing a written/verbal apology
- Provide support for both/all pupils

Protective:

- Loss of breaks/lunchtimes
- Removal from classroom
- Enhanced supervision during break and lunch times
- Informing parent(s) of both the bully and bullied
- Opportunities for 'restoration of justice' to take place

Extreme or recurrent cases of bullying behaviour can result in suspension or exclusion.

8.2 Support for affected pupils

In recognising that behaviour can be a form of communication, Burford School feels it is important to ensure there is support available for all children. Support for the pupils involved in an incident of bullying may include emotional support, such as Youth Mental Health First Aid or Emotional Literacy Support Assistance.

9. Staff Training and Development

Staff receive behaviour management training, through external providers, staff meetings and INSET days, to promote a consistent approach to behaviour across school.

10. Links with other Policies

This wellbeing policy is linked to the following policies:

- Child Protection Policy
- Behaviour Policy
- Online Safety Policy
- Pupil Wellbeing Policy
- SEND Policy
- PSHE Policy
- Relationship and Sex Education Policy