Shropshire Hills Federation

Anti-Bullying Policy

Context
Bullying takes place in schools as it does in other work places. The aim of the anti-bullying policy is to ensure that pupils in this federation learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at this federation.

Bullying is defined as: behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can be related to:

- race, religion or culture
- special educational needs or disabilities
- appearance or health conditions
- sexual orientation, sexist or sexual bullying
- young carers or looked-after children or otherwise related to home circumstances

Bullying includes:

- name-calling, taunting, mocking, making offensive comments, physically kicking, hitting, pushing or taking belongings
- inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping, excluding people from groups, and spreading hurtful and untruthful rumours.
- verbal (name calling, sexist, racist and homophobic remarks, and other discriminatory language)
- indirect (cyber bullying, spreading rumours, excluding someone from social groups)

Although sometimes occurring between two individuals in isolation, bullying quite often takes place in the presence of others, for example, between pupils, between pupils and staff, or between staff; by individuals or groups; face to face, indirectly or using a range of methods.

Pupils being bullied may demonstrate emotional and/or behaviour problems including signs of depression, physical problems such as headaches and stomach pains, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Parents are informed of the school's stance on anti-bullying, its definition of bullying and how parents and the school can work together through the school's Behaviour and Discipline Policy, which is produced by staff, governors and pupils and distributed to all families.

All school staff must be alert to the signs of bullying and act promptly, sensitively and effectively against it in accordance with school policy. There is no "hierarchy" of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately. This is the case even where incidents occur outside the school premises *(The Education Act 2006 gives headteachers*

the power to discipline pupils even where incidents of bad behaviour take place outside school premises and when the pupils are beyond the lawful control of school staff).

This policy is linked directly to the following policies:
Behaviour Policy
Child Protection Policy
Equal Opportunities (*Race Equality, Disability Equality, SEN policies, additional policies related to protected characteristics under the Equality Act 2010 – individual policies or a single Equalities Policy are acceptable*)
PSHE policy**.**

Aims of this Policy
The aims of the school's anti-bullying strategies and intervention systems are to:

- prevent, de-escalate and/or stop any continuation of harmful behaviour in line with the Behaviour Policy
- react to bullying incidents in a reasonable, proportionate and consistent way
- safeguard those pupils who have experienced bullying and those who have been involved in the act of bullying, and to trigger actions to support these pupils.

Roles and responsibilities
The role of the Governing body
Governors have the responsibility to ensure that the anti-bullying policy is in place, that it reflects school's values and practice, and is reviewed annually. The governing body must make, and from time to time review, a written statement of general principles to guide the head teacher in determining measures to promote good behaviour.
Governors are informed of, and monitor, the numbers of incidents and steps the headteacher and staff have taken to deal with these

The role of the head teacher and staff:
1. Policy and procedures
There is a senior member of staff who leads on anti-bullying:

Name: Mrs Claire Morris (Headteacher)

All staff are made aware of this policy and its clear links to other key policies.
The following steps will be taken by staff when dealing with incidents:

- if bullying is suspected or reported, the incident will be taken seriously and appropriate first steps are taken promptly by the member of staff who has been approached
- each incident will be investigated thoroughly, sensitively and effectively
- a clear account of the incident, actions taken and review date will be recorded, given to the head teacher/senior manager and kept so incidents can be monitored
- relevant staff will be kept informed and if the bullying persists they will record this and inform the head teacher/senior manager, and appropriate further action is taken
- parents/carers will be kept informed appropriately
- appropriate rewards and sanctions in line with the school's Behaviour Policy will be used to support the improvement of pupils' behaviour

- the school will inform the Local Authority of any hate or prejudice related incident as part of the school's Public Sector Equality Duty under the Equality Act 2010 and in support of the Shropshire Tackling Hate Crime Initiative. See Appendix 1 for a sample of the relevant report form, copies of which are available through the Shropshire Learning Gateway.

2. Pupil support

Pupils who have been bullied will be supported as appropriate by:

- having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
- being reassured
- being offered support
- raising their self-esteem and confidence
- being encouraged to report further issues
- arranging a review date/time to discuss outcomes and appropriate follow-up

Pupils who have bullied will be supported by:

- having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
- establishing what behaviour was inappropriate and why the pupil became involved
- establishing clearly what behaviour needs to change, and how the school can support this change (linked to Behaviour Policy)
- informing parents/carers of agreed actions, and establishing how they can support
- arranging a review date/time to discuss outcomes and appropriate follow-up

3. Curriculum

Pupils will have opportunities to develop their understanding of the nature of bullying, to explore their own and others attitudes to bullying and to develop the skills to deal with bullying through PSHE, RSE and other subject areas and through assemblies and other school activities

The policy will be promoted and implemented throughout the school.

Allergy-Related Bullying

The school recognises that bullying related to medical conditions, including allergies, is a safeguarding concern and will not be tolerated. Allergy bullying occurs when a pupil is targeted, teased, threatened, excluded, intimidated or harmed because they have an allergy. This may include:

- Verbal comments, jokes, name-calling or teasing about a pupil's allergy.
- Deliberately exposing a pupil to an allergen or threatening to do so.
- Throwing, placing or hiding allergens near a pupil.
- Pressuring or tricking a pupil into touching or consuming an allergen.
- Bullying a pupil because they carry medication, wear medical identification, or follow allergy management procedures.
- Excluding a pupil from activities, friendships or social situations because of their allergy.

Given that exposure to an allergen can cause a serious allergic reaction, including anaphylaxis, allergy-related bullying will be treated as a serious incident and may be considered a safeguarding issue.

Prevention

The school will take a proactive approach to preventing allergy-related bullying by:

- Promoting a culture of respect, inclusion and understanding.

- Providing age-appropriate education about allergies and the potential seriousness of allergic reactions.
- Ensuring staff understand the signs of allergy-related bullying and know how to respond appropriately.
- Supporting pupils with allergies so that they can safely carry medication and follow their healthcare plans without fear of ridicule or discrimination.
- Making clear to all pupils that threatening or exposing someone to an allergen is unacceptable and may place them at significant risk of harm.

Reporting and Responding

All concerns regarding allergy-related bullying will be taken seriously and investigated promptly. Staff, pupils and parents/carers are encouraged to report any incidents or concerns. The school will:

- Record and investigate all reported incidents.
- Take appropriate action in line with the Behaviour Policy and safeguarding procedures.
- Provide support for the pupil affected.
- Work with parents/carers and relevant professionals where necessary.
- Implement measures to prevent further incidents.

Identifying Possible Allergy Bullying

Staff should be alert to signs that a pupil with an allergy may be experiencing bullying, including:

- Reluctance to attend school or participate in activities.
- Changes in friendship groups or social isolation.
- Increased anxiety, distress or loss of confidence.
- Refusal to carry prescribed allergy medication or wear medical identification.
- A decline in attendance, engagement or academic performance.

The school is committed to ensuring that all pupils, including those with allergies, feel safe, respected and able to participate fully in school life.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness regularly

Next review September 2027:_____

Signed by:

Headteacher
Date:

Governor
Date: