



Queensway Anti-Bullying Policy

Objectives of this Policy:

This policy outlines Queensway School's commitment to preventing and tackling bullying in all its forms. We aim to foster a culture of **respect, kindness, and resilience**, ensuring that bullying is not tolerated and that all members of our community feel safe and supported.

Our school community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis
- Supports staff to promote positive relationships and identify and challenge physically or emotionally damaging behaviours
- Ensures that children are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate

Definition of bullying

Bullying is “**Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally**” (DfES “Preventing and Tackling Bullying”, November 2014). Bullying includes:

- Physical harm (e.g. hitting, kicking)
- Verbal abuse (e.g. name-calling, mocking)
- Emotional harm (e.g. exclusion, intimidation)
- Cyberbullying (e.g. harmful messages/images via digital platforms)
- Prejudice-based bullying (e.g. racism, homophobia, transphobia)

At Queensway, bullying is understood as a deliberate and repeated misuse of power. It is not a one-off disagreement or isolated incident.

At Queensway, we recognise that there is no “hierarchy” of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately. We understand that bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups; face-to-face, indirectly or using a range of cyber bullying methods.

Queensway recognises that bullying is a type of behaviour and not a label for someone. Someone’s behaviour may be bullying, but we ensure that the language we use prevents children from being labelled ‘a bully.’ We discuss this issue as behaviours a child might be displaying.

Forms of bullying covered by this policy

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

- Race, religion, or culture
- SEND (Special Educational Needs or Disability)
- Appearance or health conditions

- Sexual orientation or gender identity
- Home circumstances (e.g. young carers, looked-after children)
- Sexist, sexual, and transphobic bullying
- Cyberbullying

Preventing, identifying and responding to bullying

Queensway School community will:

- Create and support an inclusive environment, based on respect, kindness and resilience.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- Provide a range of approaches for students, staff and parents to access support and report concerns
- Consider all opportunities for addressing bullying in all forms, including through the curriculum and supported with a range of approaches, such as through displays, assemblies, through peer support, School Council and social media safety sessions
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- We will teach children about the risks involved with new communication technologies and how to use them safely through PSHE and ICT lessons.
- Train all staff (including teaching staff and support staff) to identify all forms of bullying, follow the school policy and procedures on bullying (including recording and reporting incidents).
- Actively create "safe spaces" for vulnerable children and young people within school and display/promote online sites that children and parents can access for advice and information
- Proactively gather and record concerns and intelligence about bullying incidents and issues to effectively develop strategies to prevent bullying from occurring.
- We will work with students and their parents/guardians to ensure that mobile phones/devices are used responsibly and that children know what to do if they are receiving messages/images etc. which are emotionally harmful
- Use a range of techniques to resolve the issues between those who bully and those who have been bullied, as outlined in the behaviour policy.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.

We will keep records of bullying and significant incidents, which will be monitored by Senior Leaders to spot any trends and ensure provision is put in place. Incidents of bullying are reported and recorded using CPOMS.

Please read our Behaviour policy alongside this, which states which strategies and sanctions will be applied to children who are displaying bullying behaviour.

Recognising signs of bullying

It is important that parents and staff recognise the signs that may tell them if a child or a young person is either being bullied or bullying. These might include:

- signs of stress – being moody, silent or crying, or bullying a younger sibling or friend
- making excuses to miss school, such as stomach complaints or headaches
- seeming upset after using the internet or mobile
- being withdrawn in their behaviour
- having more bruises or scrapes than usual
- change in eating habits
- having torn clothes, school things that are broken or missing, or have 'lost' money
- sleeping badly
- wetting the bed

What will happen if a pupil is being bullied at Queensway Primary School?

- The class teacher will find out what has been happening by talking to the children involved and any witnesses.
- The teacher will record what has happened where needed and this will be shared with the necessary staff.
- A teacher will speak to the parents of the child displaying bullying behaviour and the child being bullied.
- The school will try to help the children, where necessary to change their behaviour which may involve the Home School Link Worker.
- Serious bullying will be dealt with by a member of the Senior Leadership Team or the Head teacher.
- If the bullying behaviour continues, the child could be removed from our school for a while through suspensions and expulsions.

Involvement of pupils / students

We aim to:

- Regularly canvass children and young people's views on the extent and nature of bullying
- Ensure children know how to express worries and anxieties about bullying
- Ensure that children's mobile phones are signed into the allocated area whilst they are at school
- Ensure all children are aware of the range of sanctions which may be applied against those engaging in physically or emotionally damaging behaviour
- Involve children in anti-bullying campaigns in school
- Be active members of SCIB- Safeguarding Children In Banbury
- Publicise the details of help lines and websites
- Offer support, via our Home School Community Link Worker (HSCLW), to children who have been physically or emotionally harmed by another child or who are the ones displaying the bullying behaviour
- Work with children who have been displaying emotionally or physically damaging behaviour in order to address the problems they have.

Liaison with parents, carers and other agencies

We aim to:

- Make sure that key information about bullying is available to parents in a variety of forms
- Ensure that parents / carers know whom to contact if they are worried about their child
- Provide strategies for parents on how to talk to their child if they are involved in bullying incidents through the HSCLW's newsletter articles.
- Ensure parents know about our complaints procedure and how to use it effectively to raise concerns in an appropriate manner.
- Ensure parents / carers know where to access independent advice about stopping unwanted behaviours against their child and supporting their child's resilience
- Work with parents and the local community to address issues beyond the school gates that give rise to physically or emotionally damaging behaviour. This includes behaviours which take place via online platforms.
- Ensure that parents and carers work with the school to role model positive behaviour for students, both on and offline.
- We will endeavour to develop good citizens so poor behaviour out of school, when brought to our attention, will be challenged and information shared with families and PSCOs where relevant. We will work with the police and other agencies where necessary to manage cyberbullying.

Monitoring and Review, policy into practice and links to legislation

We will review this policy regularly, as well as if incidents occur that suggest the need for a review. There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal law. These may include:

- Keeping Children Safe in Education 2025
- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- The Computer Misuse Act 1990

Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Head teacher, Senior leaders, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Head teacher to communicate this policy with the wider school community.
- Staff to support and uphold the policy.
- Parents and carers to support their children and work in partnership with the school.
- Students to abide by the policy.
- In law, the Head teacher has discretion to investigate, as appropriate, any incidents which take place outside of school hours and away from school premises and to declare them relevant to school. This includes cyber incidents.

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.

This policy should be read in conjunction with Queensway Behaviour Policy, ICT Policy, Child Protection and Safeguarding Policy, Equality Policy and the Home-School agreement.

Chair of Governors Date

Head TeacherDate.....