



## Anti- Bullying Policy

**Approved by:** Full Governing Body

**Date:**

**Last reviewed on:** November 2021

**Next review due by:** November 2023

## **Introduction:**

We believe that bullying will rarely occur in an atmosphere where children are:

- able to understand their own feelings and the feelings of others
- encouraged to express their feelings as part of daily life
- well informed and understand the various forms in which bullying can occur.
- are able to make informed decisions and take the most appropriate action to solve problems for themselves or with their peers.

Through our curriculum planning and delivery as well as our work on pastoral care we ensure that the way in which the issue is discussed and the language used is appropriate to the age and understanding of the children

This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also considers the DfE statutory guidance “Keeping Children Safe in Education” 2021 and “Sexual violence and sexual harassment between children in schools and colleges” guidance.

## **Responsibilities**

It is the responsibility of:

- The head teacher to establish a school ethos and values that do not tolerate bullying in any form. The head teacher will communicate this policy to the school community, ensure that investigation and disciplinary measures are applied without prejudice, fairly, consistently and reasonably, and that a member of the senior leadership team is identified to take overall responsibility for any allegation or incident of bullying behaviour in the school.
- Governors 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.

As a staff we will:

- Encourage positive behaviour and appropriate, effective communication
- Monitor the integration of new pupils, especially older children, where friendship groups have already been formed

- Ensure that we give time and physical space for children to talk about their feelings and describe incidents which have caused them to feel unhappy
- Share this policy with all members of the school community
- Use assemblies, circle time and PSHE to provide an ongoing education to prevent bullying
- Deal quickly and fairly with isolated acts of unkindness
- Refer any serious incidents or behaviours which have been repeated to a member of the school leadership team (SLT)
- If any parents/carers are concerned that their child may be involved in bullying, they should follow the step outlined in the appendix to this policy

### **Definition of Bullying**

- 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)
- Bullying means that one child is deliberately using his or her power over another to make them feel bad. Bullying is the persistent desire to hurt others and can be verbal, mental or physical. Bullying is not having a single argument or fight with someone. It isn’t saying something bad to someone once when you are angry.
- Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.
- The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically 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.
- We recognise that bullying is a form of peer on peer abuse; children can abuse other children. As such it is taken seriously and should never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”.
- We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.
- All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

### **Forms and Types of Bullying Covered by this Policy**

Bullying can happen to anyone. This policy covers all types and forms of bullying including but not limited to:

- 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
- Sexualised bullying/harassment
- Bullying via technology, known as online bullying or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
  - Bullying related to race, religion, faith and belief and for those without faith
  - Bullying related to ethnicity, nationality or culture
  - Bullying related to Special Educational Needs or Disability (SEND)
  - 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).

Bullying can take a variety of forms including but not limited to:

Physical	punching, kicking, jostling etc.
Verbal	name calling, spreading rumours, persistent teasing, Commenting about disability
Emotional	leaving out, tormenting, ridiculing, humiliating
Racist	racial taunts, graffiti, name calling
Sexist	name calling, spreading rumours, persistent teasing
Electronic	texting, e-mailing or other note writing

We recognise that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.

By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

Our Community:

- Understands the importance of challenging inappropriate behaviours between peers.
- Monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will 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.
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from the Local Authority and other relevant organisations when appropriate.

### **Responding to Bullying Concerns**

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

- The member of SLT dealing with the incident will investigate thoroughly, collecting evidence and information as quickly as possible
- The DSL will be kept informed of all bullying concerns, especially where there may be safeguarding issues
- All children involved spoken to separately and notes kept to record children's perceptions of incidents.
- Any adults who witnessed the incident complete detailed notes using the incident form provided as appendices to the school behaviour and safeguarding policies.
- SLT member will meet with the children separately to plan strategies to prevent a reoccurrence. It will be made very clear to the aggressor that the repeated incident is being treated as an act of bullying
- SLT member and children will meet together using individual statements to ensure an understanding of the victim's feelings.

- If another incident occurs between the same children, then a member of SLT will contact the parents of both children by telephone, and share the information that has been gathered. Where this is not possible, parents will be invited to school to discuss the incidents.
- Parents of all children will be informed of and involved in the plan to prevent a reoccurrence. It will also be monitored daily by SLT, then weekly, monthly and eventually half termly.
- Share with the children the list of self-help strategies
- School will write to or arrange to meet the parents of students involved in any incidents of online, mobile phone or social media based bullying which is affecting children in school. Where this also leads to possible safeguarding concerns, the school will report these to the appropriate authorities.

We will select as appropriate from the following strategies (not in hierarchal order)

- Emergency card system – to allow a child to communicate concerns to adults non-verbally
- Playground buddy
- Removal from playground
- Pastoral support plan
- Support for students within the school's behaviour policy and using the behaviour steps model
- Involvement in a self-esteem or social skills programme
- Modelling positive playground behaviour (playground games)
- Internal exclusions
- Fixed term exclusions

### **Consequences for the child using bullying behaviours**

- SLT will meet with the children separately to plan strategies to prevent a reoccurrence. It will be made very clear to the aggressor that the repeated incident is being treated as an act of bullying
- SLT and children will meet together using individual statements to ensure an understanding of the victim's feelings.
- If another incident occurs between the same children, then SLT will contact the parents of both children by telephone, and share the information that has been gathered. Where this is not possible, parents will be invited to school to discuss the incidents.
- Parents of all children will be informed of and involved in the plan to prevent a reoccurrence. It will also be monitored daily by SLT, then weekly, monthly and eventually half termly.

### **Pupils who have been bullied will be supported by:**

- Reassuring the pupil and providing immediate pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the DSL, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to any further concerns.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support. This may include working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

### **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 head teacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to future concerns.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and 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 a senior member of staff and/or the head teacher 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, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

### **Records:**

- Where a meeting has been called in relation to a bullying incident completed meeting notes will be kept on file. Children are to be referred to by initials not names where confidentiality needs to be maintained

## Online and Cyberbullying

The school may be made aware of allegations of online bullying. 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.
- Liaise with the families involved to support them and ensure that students are getting appropriate online supervision outside of school.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
  - looking at use of the school systems
  - identifying and interviewing possible witnesses
  - contacting the service provider and the police, if necessary.
- Work with the individuals, families and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
- Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
- Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy.
- Requesting the deletion of locally-held content and content posted online if they contravene school behavioural and acceptable use policies.
- Where an individual can be identified, the school will ensure that appropriate sanctions are implemented to change the attitude and behaviour of the bully, as well as ensuring access to any additional help or support they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take 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 consider and manage any private information they may have in the public domain.

### Monitoring and Review:

The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently and fairly applied. Any issues identified will be incorporated



into the school's action planning. The head teacher will be informed of bullying concerns, as appropriate. The Pastoral Committee of the Governing Body will monitor and review this policy on a regular basis.

### **Links with Other School Policies**

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

- Behaviour Policy
- Complaints Policy
- Safeguarding and Child Protection Policy
- Acceptable Use Policies (AUP)
- Positive Lunchtime Policy
- Remote education Policy
- Curriculum policies, such as, RSE/RSHE, PSHE, citizenship and computing

### **Useful Links and Supporting Organisations**

The following links may provide additional support to children, staff or families.

- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
- Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- Young Carers: [www.youngcarers.net](http://www.youngcarers.net)

### **Cyberbullying**

- Childnet: [www.childnet.com](http://www.childnet.com)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)

- Report Harmful Content: <https://reportharmfulcontent.com/>
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
- The UK Council for Internet Safety (UKCIS):  
[www.gov.uk/government/organisations/ukcouncil-for-internet-safety](http://www.gov.uk/government/organisations/ukcouncil-for-internet-safety)
- DfE 'Cyberbullying: advice for headteachers and school staff':  
[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)
- DfE 'Advice for parents and carers on cyberbullying':  
[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)

This policy should be reviewed at least every two years.

Reviewed: September 2017

Reviewed: Nov 2019

Reviewed: Nov 2020

Reviewed: Nov 2021

### **Appendix to Anti- Bullying Policy.**

#### **Action for pupils**

We need to challenge and change bullying behaviour.

Bullies have a problem and need to be supported and helped.

If you feel that you are being bullied

- Try to keep calm and think through what has happened to you carefully
- Tell your close friends so that they will support you
- Tell a member of staff whom you feel you can talk to
- Tell your parents who will support you and encourage you
- Trust the adults to do their best to stop the bullying behaviour.

## IF YOU SEE OR HEAR BULLYING BEHAVIOUR IN AND AROUND SCHOOL TELL SOMEONE

### Anti-bullying information for parents

The role of the parent is important in reducing any incidents of bullying. Watch out for signs of distress such as repeated illness, damaged clothing etc. Take an active interest in your children's social life

If you know that your children are being bullied give them the following advice:

- Tell them that there is nothing wrong with them.
- Advise them to tell a trusted adult at school.

1. Parents are encouraged to work in partnership with the school to achieve good relationships between pupils
2. Parents should contact the class teacher or senior member of staff if they are concerned about their child being unsettled at school or if they suspect that they may be involved in bullying. Try not to keep bullying a secret
3. For all serious cases of bullying, parents will be asked to take part in discussions about what strategies should be used, and to support the action being taken by the school
4. Parents should deal with the issue via the school and not by making direct contact with other parents/cares (or children)