



Anti-Bullying Policy

Introduction

This policy has regard to the DfE guidance Preventing and Tackling Bullying (November 2014) and applies to the whole school including the EYFS.

Bullying is ongoing action taken by one or more people with the deliberate intention of hurting another person, either physically, emotionally or through the use of information technology. Bullying is not hierarchical. It can take place between pupils, pupils and staff, between staff, in groups, faces to face or using a range of cyber bullying methods. The word "bullying" must always be used advisedly.

Aims and objectives

We aim to:

- develop a school ethos in which bullying is regarded as unacceptable
- create a safe and secure environment where all can work and learn without anxiety
- encourage a consistent response to any bullying incidents that may occur
- Ensure that staff and older children set helpful examples that discourage bullying

Definition

Four main types of bullying can be identified:

1. *Physical*: hitting, kicking, taking or hiding belongings
2. *Verbal*: name calling, teasing, insulting, writing or sending unkind notes or messages (including cyber bullying)

3. *Emotional*: being intentionally unfriendly, excluding, giving tormenting looks, spreading rumours
4. *Cyber*: an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend him/herself. This can be by: -texts/messages/calls on mobile phones; use of mobile phone cameras to cause distress, fear or humiliation; posting threatening, abusive, defamatory or humiliating materials on websites; using email to message others; hijacking/cloning email

Specific types of bullying include those related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances – inc. Young carers, poverty and adopted children
- Sexual orientation, sexism, or sexual bullying & homophobia

Bullying can take place anywhere in school as well as in non-school settings. Potential danger areas include changing rooms, lavatories, queues, corridors or unsupervised classrooms. Verbal and emotional bullying can even occur during lessons, if the teacher is not alert to the possibility of distress caused to a pupil by the attitude and reactions of others for whatever reason. Psychological damage can be severe and even lead to suicide.

It is important to realise that bullying affects more people than the recipient and the bully. Often bullies try to recruit others and weaker characters can be drawn in. In the case of electronic media, bullies often feel anonymous and 'distanced' from the incident when it takes place online and 'bystanders' can easily become perpetrators by forwarding or not reporting cyberbullying. Ultimately, the school atmosphere can be seriously damaged.

How can bullying be identified?

It is important for staff and parents to be alert to early signs of distress which may be caused by bullying.

These might include one or a number of the following:

- deterioration of work
- change of personality

- loss of appetite
- seeking of adult company
- growing frequency of illness or absence
- signs of withdrawal and/or isolation from peers
- clothes and property damaged or missing.

Parents might identify some of these signs in addition:

- request for parental accompaniment to school when not a usual habit
- crying, nightmares or bed wetting,
- requests for extra money or stealing
- anxiety or obsession over the use of electronic media

School Policy and Code on Bullying

1. Bullying is always taken seriously. This school does not tolerate bullying nor does it accept bullying as an inevitable part of school life. Bullying is harmful and can be the cause of psychological damage, and in some cases, suicide;
2. It will be considered a Safeguarding/Child Protection issue if there is reason to believe that a child is suffering or likely to suffer significant harm. In the case of cyber bullying, where legal issues may arise, the incident may be deemed to be of such a nature that it should be referred to external agencies such as CEOPS or the Police;
3. All teaching staff, non-teaching staff and pupils are expected to be alert to the possibility of bullying occurring, to try to prevent it, and deal with it (staff) and report it (pupils) if it does happen. It should be recognized that both the victim and the bully need help and attention. Staff will have awareness raised through training;
4. The procedure for dealing with bullying, the responsibilities of staff and Proprietors, is set out below;
5. Every pupil has the right to enjoy his/her learning and leisure time free from intimidation;
6. The school community will not tolerate unkind actions or remarks even when these are not intended to hurt;
7. To stand by when someone else is being bullied is to support bullying;
8. Pupils should support each other by reporting all instances of bullying to a member of staff;
9. In the case of cyber bullying, it can happen any time of day and occur on a large scale and speed, due to the nature of the technology. It is generally criminal in character and the law applies to cyberspace. Pupils and their parents need to be made aware that:
 - a. It is unlawful to disseminate defamatory information in any media including internet sites

- b. Section 127 of the Communications Act 2003 makes it an offence to send, by public means of a public electronic communications network, a message or other matter that is grossly offensive or one of an indecent, obscene or menacing character.
- c. The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.

Guidance for Pupils

Children should understand that if they believe that they or someone else is the victim of bullying, they must speak to an adult as soon as possible. This person could be a parent/guardian, a teacher, Head Teacher or any other responsible adult.

Where a child infers that they or someone else is the victim of cyber bullying, they should be encouraged as follows:

- Do not answer abusive messages but log and report them
- Do not delete anything until it has been shown to parent/guardian, a teacher, Head Teacher or any other responsible adult.
- Do not give out personal IT details or share passwords
- Never reply to abusive emails
- Never reply to someone you do not know
- Never aid a perpetrator by forwarding material you know to be malicious or act as a bystander by knowingly allowing the sending of such material.

The role of the Proprietor

The Proprietor:

- supports the Head in all attempts to prevent bullying within the school;
- ensures that incidents of bullying that do occur are taken very seriously and dealt with appropriately;
- monitors the incidents of bullying that occur, and review the effectiveness of the school policy regularly. They require the Head to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies;
- responds within ten days to any request from a parent to investigate incidents of bullying.

In all cases, the Proprietor notifies the Head and asks him/her to conduct an investigation into the case.

The role of the Head

It is the responsibility of the Head:

- to implement the school anti-bullying strategy.
- to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.
- to report to the governing body about the effectiveness of the anti-bullying policy on request.
- to ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school which could have very serious consequences in the case of cyber bullying.
- to draw the attention of children to this fact at suitable moments; for example, in Assembly and in specific E-Safety sessions.
- to set the school climate of mutual support and praise for success, so making bullying less likely;
- to ensure that safeguards are in place to minimize the opportunity for bullying

When children feel they are important and belong to a friendly and welcoming School, bullying is far less likely to be part of their behaviour.

The role of the teacher

Teachers will:

- ensure that their classroom management and general supervision of all children is of the highest standard, therefore, minimizing opportunities for inappropriate behaviour and/or bullying to take place,
- be honest if lack of supervision or poor management has contributed to incidents of inappropriate behaviour so that children are not blamed unnecessarily,
- act as role models by creating an environment of good behaviour and respect towards pupils, parents and other members of staff,
- raise awareness through training, taking action to reduce the risk of bullying at times and in places where it is most likely,
- use the term "bullying" with discretion,
- support the child who is being "bullied",
- work with the bully and put strategies into place
- bullying is included in the PSHEE programme and other areas of the curriculum eg assemblies, projects, supporting an anti-bullying week;
- ensure that children understand that not reporting bullying and showing indifference as to another child's suffering, constitutes being a 'bystander',

- If teachers become aware of any bullying taking place between members of a class, they deal with the issue immediately. This may involve counselling and support for both victim and bully. Time is spent talking and supporting the child who has been bullied. Time is also taken to talk to the bully, to explain why their action was wrong, and to endeavour to help them to change their behaviour in future.

Procedure for reporting bullying

- Parents who are concerned that their child might be being bullied, or be the perpetrator of bullying, should contact the school immediately. This includes cyber bullying which may be taking place outside of the school environment.
- Teachers should advise the Head immediately if they know or suspect that bullying is taking place,
- Teachers should talk to the child who is being bullied and make a log in the pastoral log.
- Teachers should give strategies that - through their knowledge of the particular circumstances involved will help to calm or eradicate the situation,
- The Head will make other members of staff aware of the situation as soon as possible and ask them to keep an eye on the children involved,
- The class teacher may feel it appropriate to arrange an initial interview with parents of both parties;
- If there is no improvement in the situation, the Head will ask to see the parents and agree an action plan. The Head may then invite the child's parents into the school again to discuss the situation.
- Any adult responsible for children at any given time when unkind behaviour occurs, must report the incident as soon as possible to the class teacher and to the member of staff on duty at lunch / break times that day.

The Head logs reported incidents of bullying in the Pastoral file (with completed Bullying Cause for Concern form) or by monitoring and acknowledging incidents in the Pastoral log with details of follow-up action taken.

In more extreme cases, for example where these initial discussions have proven ineffective, the Head may insist on external support agencies being contacted, e.g. Social Services, the Police or a behavioural psychologist. In the latter situation, this will be at the parents' expense

Teachers attempt to work with all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

See also Sanctions in the Behaviour and Discipline Policy.

Staff Training

Anti-bullying forms part of staff training on a regular basis. In the Autumn term this is in conjunction with the results of the anti-bullying survey. All staff attend HAYS online training and one member of staff usually attends external training annually, where relevant, and reports back to colleagues as appropriate. Staff are reminded of the contents of the Anti-bullying policy on a regular basis.

The role of parents

Parents who are concerned that their child might be being bullied, or be the perpetrator of bullying, should contact the school immediately. It is also vital that parents and the school work together to ensure that all pupils are aware of the serious consequences of getting involved in anything that might be seen to be cyber-bullying.

Parents have a responsibility to actively encourage their child to be a positive member of the school. They can help by making sure their child understands the School's policy and how seriously the school takes such incidents. They can also help by explaining that supporting bullying behaviour is wrong and that being indifferent to it when they know it is happening, constitutes being a 'bystander'.

Parents may wish to outline to their sons or daughters the potential legal issues relating to cyber bullying and, if they believe that their child is the victim of cyber bullying, they should save the offending material and make sure they have all relevant information before deleting anything. Parents should then contact the Head as soon as possible so that an appropriate meeting can be arranged.

Several sites offer helpful advice to parents regarding E-Safety, particularly in respect to how they can best monitor their child's use of electronic devices at home. Important and useful information can be found on the following site:

www.nextgenerationlearning.org.uk/safeguarding-learners/Safeguarding-learners-content/Parents-and-carers/

If an incident occurs, the School reserves the right to take action against bullying perpetrated outside the school.

Sanctions

The School will do everything in its power to work with parents and children to ensure that bullying does not occur; however, in the case of a child who repeatedly bullies, all sanctions will be considered depending on the particular case, and the child may be asked to leave the school or, in the case of cyber bullying, referred to the Police.

Other related documents

School Behaviour and Discipline Policy

PSHEE policy

E-Safety Policy

Safeguarding Children Policy and Procedure

Monitoring and review

Monitoring of the Policy by the Head is ongoing. He/she reports to the Proprietor re its effectiveness on request.

This policy is the Proprietor's responsibility and is regularly reviewed by the Head and reported as such to the Proprietor.

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| Policy reviewed | September 2021 |
| Reviewed by | Proprietor S. Khan and Headteacher I. Jones |
| Date disseminated to staff | September 2021 |
| Date for next review | September 2022 |

NATIONAL BODIES

Further support and guidance may be obtained from the following:

www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/cyber-bullying
www.bullying.co.uk

The following information can be downloaded from the above website:

Safe to Learn: Embedding anti-bullying work in schools (2007):

- Cyber-bullying guidance and Resources. Sat to Learn
- Cyber-bullying Summary Leaflet
- [www. antibullying.net/cyber-bullying1.htm](http://www.antibullying.net/cyber-bullying1.htm) for an information sheet for teachers and other professionals who work with young people

www.becta.org.uk for information on safeguarding learners

Beatbullying
Rochester House
4 Belvedere Road
London
SE19 2AT

www.beatbullying.org

Anti-Bullying Alliance
National Childrens Bureau
8 Wakeley Street
London
EC1V 7QE

020 7843 1901

www.anti-bullyingalliance.org.uk