



Anti-Bullying Policy

Agreed by the Governing Body Autumn 2016

Currently under review Autumn Term 2018

ANTI-BULLYING POLICY

What Is Bullying?

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people and happens: Several Times On Purpose.

Rationale

Our aim is to provide a caring and safe environment for all of our children, staff, parents and visitors so that our school is a relaxed and secure environment where children can learn and play. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously.

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect and those who are bullying others need to learn different ways of behaving.

We acknowledge that bullying can happen from time to time, indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy and in line with the Staffordshire Approach (see enclosed information).

Aims and Objectives of this Policy

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying.

The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in.

All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

This will happen in the following ways:

The school will meet the legal requirement for all schools to have an anti-bullying policy in place

The school will work closely with other professional agencies to ensure that children stay safe as stated in 2010 Equality Act and the new SEND Code of Practice (2014).

WHAT DOES THE LAW SAY AND WHAT DO SCHOOLS HAVE TO DO?

THE EDUCATION AND INSPECTIONS ACT 2006

There are a number of statutory obligations on schools with regard to behaviour which establish clear responsibilities to respond to bullying. In particular section 89 of the Education and Inspections Act 2006:

- provides that every school must have measures to encourage good behaviour and **prevent all forms of bullying** amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents;
- gives head teachers the ability to ensure that pupils behave when they are not on school premises or under the lawful control of school staff.



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THE EQUALITY ACT 2010

The Equality Act 2010 brings together existing duties not to discriminate on grounds of race, disability, gender age, sexual orientation, religion or belief, and gender re-assignment. It places a requirement on governing bodies and proprietors of schools to eliminate discrimination and promote equal opportunities.

SAFEGUARDING CHILDREN AND YOUNG PEOPLE

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case the incident must be followed up in line with our safeguarding policy. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing the bullying, or to tackle any underlying issue which has contributed to the child doing the bullying.

CRIMINAL LAW

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communication Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

BULLYING OUTSIDE SCHOOL PREMISES

Head teachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social



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behaviour coordinator in their local authority of the actions taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

1. Information taken from *DfE document Preventing and Tackling Bullying*
www.education.gov.uk

All teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported
All pupils will know what the school policy is on bullying and what they can do if bullying occurs
Pupils and parents/guardians will be assured that they will be supported when bullying is reported.

Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PSHE [Personal, Social & Health Education] lessons, (circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.

A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

Bullying can be:

- Emotional; being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal; name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical; pushing, kicking, hitting, pinching, throwing stones, biting, spitting punching or any other forms of violence, taking or hiding someone's things
- Racist; racial taunts, graffiti, gestures, making fun of culture and religion
- It is bullying if it is done several times on purpose.
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs

Please be aware that bullying is not restricted to physical/verbal interaction but may also take place via the internet, 'cyber-bullying'. [Please also refer to our E-Safety and Accessible Use Policy]

It is important to understand that bullying is not the odd occasion of...

falling out with friends, name calling, arguments or when the occasional trick or joke played on someone.

Children sometimes fall out or say things because they are upset and when occasional problems of this kind arise, it is not classed as bullying. It is an important part of a child's development to learn how to deal with these situations and to develop the social skills required to understand why the incident may have occurred and how to repair the friendship.

ROLE OF PARENTS

Parents have an important part to play in our anti-bullying policy.

We ask parents to:

- Look out for unusual behaviour in their child – for example,



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- They may suddenly not wish to attend school
- Feel ill regularly, or not complete work to their usual standard
- Always take an active role in your child's education
- Enquire how their day has gone, who they have spent their time with etc.
- If you feel your child may be a victim of bullying behaviour, inform school immediately
- Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child on the play-ground or involve an older child to deal with the bully

Please inform school immediately.

It is important that you advise your child not to fight back, it can make matters worse

Tell your child that it is not their fault that they are being bullied

Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help

If you know your child is involved in bullying, please discuss the issues with the child and inform school.

The matter will be dealt with appropriately

Procedures for reporting and responding to bullying incidents

- All staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously by all staff and dealt with impartially and promptly.
- All those involved will have the opportunity to be heard.
- Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to senior teacher /staff.
2. Staff will make sure the victim(s) is and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. The Senior Teacher will listen and speak to all children involved about the incident separately.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.



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8. Staff will reinforce to the bully that their behaviour is unacceptable.
9. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied.
10. If possible, the pupils will be reconciled.
11. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
12. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
13. Bullying incidents will be discussed regularly at staff meetings

The following sanctions may be used:

- Apologise to the victim(s) verbally or in writing.
- Loss of Golden Time
- Spend playtimes and lunchtimes with an adult
- Parents will be invited in to school
- Go onto a Behaviour Report Card

Supporting Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice
- Reassuring the pupil and providing continuous support
- Advising the pupil to keep a record of the bullying (either themselves or with the help of an adult) and discuss how to respond to concerns and build resilience as appropriate
- Restoring self-esteem and confidence
- Working with the wider community and local/national organisations to provide further specialist support and guidance as appropriate

Pupils who have bullied will be helped by:

- Discussing what happened and establishing the concern and the need to change
- Informing parents/carers to help support them in altering the attitude and behaviour
- Providing appropriate education and support
- Providing peer support
- If online, requesting content be removed and reporting account/content to service provider
- Sanctioning in line with school behaviour policy
- Speaking with police and local services as appropriate

Supporting Adults

Adults (staff and parents) who have been bullied will be supported by:

- Offering an opportunity to discuss the concern with a senior member of staff
- Reassuring and offering appropriate support



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- Being advised to keep a record of the bullying and discuss how to respond to concerns
- Advising on where to go for further support
- Working with the wider community and local/national organisations to provide further or specialist support and guidance

Adults (staff and parents) who have bullied will be helped by:

- Discussing what happened with a senior member of staff and establishing the concern
- Clarifying the official procedures for complaints or concerns
- If online, requesting content be removed and reporting account/content to service provider
- Investigating disciplinary, civil or legal action

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

These can include:

- Distributing the Child Friendly Anti-Bully Policy to pupils and asking parents to share this with their children
- Taking part in national anti-bullying week.
- Awareness raised through anti-bullying assemblies
- PSHE (Personal, Social and Health Education) scheme of work including SEAL materials and Staffordshire's SRE Scheme of work for KS1 and KS2
- Attitudes to learning from the Early Years Foundation Stage to Year 6 used to support this policy
- Circle time on bullying issues
- Setting up Peer Mentors (Year 6 pupils) as a support for children experiencing difficulties
- Introducing playground improvements and initiatives
- Accessing our lunchtime clubs or working with specially trained teaching assistants.
- Using praise and rewards to reinforce good behaviour, such as house points, raffle tickets, Top Table, stickers.
- Encouraging the whole school community to model appropriate behaviour towards one another- following the school rules.

Legislative links

The statutory duty on schools to promote good behaviour Education and Inspections Act 2006 Section 89 <http://www.legislation.gov.uk/ukpga/2006/40/section/89>

The power to tackle poor behaviour outside of school Education and Inspections Act 2006 Section 89(5) <http://www.legislation.gov.uk/ukpga/2006/40/section/89>

The Equality Act 2010 http://www.equalities.gov.uk/equality_bill.aspx



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Sources of further information support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available

General bullying issues:

Anti-bullying Alliance: www.anti-bullyingalliance.org; 0207 843 1901;

Child Exploitation and Online Protection (CEOP) website for parents and pupils:
www.thinkuknow.co.uk

Childline: www.childline.org.uk Tel: 0800 1111 (helpline for children)

Family Lives: www.familylives.org.uk Tel: 0808 800 2222

Kidscape: www.kidscape.org.uk Tel: 020 7730 3300 (general enquiry number) 08451 205 204
(helpline for adults only)

Mencap: www.mencap.org.uk; Tel: 0808 808 1111 - Lines open 9am to 5pm, Monday to Friday

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk Tel 0808 800 5000

Staffordshire County Council website: <http://education.staffordshire.gov.uk/Pupil-Support/Anti-Bullying/Action-Against-Bullying.aspx>

Expertise in homophobic bullying and LGBT issues:

Stonewall: <http://www.stonewall.org.uk/08000502020>

Each (Educational Action Challenging Homophobia): www.eachaction.org.uk Action Line: **0808 1000 143**

Schools Out: <http://www.schools-out.org.uk/> Helpline **FEMALE:** Sue Sanders 0207 635 0476 m
07960 493 544 **MALE:** Tony Fenwick 01582 451 424

Expertise in cyber-bullying



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Beat Bullying: <http://www.beatbullying.org/> 0208 771 3377 (9.00am to 6.00pm).

Childnet: <http://www.childnet.com/> or for more specific focus for Primary School children on how to stay safe on the internet- <http://www.childnet.com/young-people/primary>

Expertise in SEND

Changing Faces: www.changingfaces.org.uk

Mencap: www.mencap.org.uk

DfE: SEND Code of Practice: <http://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Expertise in Racism and Hate

Anne Frank Trust: www.ammefrank.org.uk

Kick it Out: www.kickitout.org

Report it: www.report-it.org.uk

Stop Hate: www.stophateuk.org

Show Racism the Red Card: www.srtrc.org/educational

This policy is linked to the following policies:

Safeguarding Policy

E-safety Policy

Behaviour Policy

PSHE Policy

Monitoring and evaluation of the policy



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This policy was reviewed and presented to the governors in Autumn 2016. This policy will be reviewed on a regular basis to ensure that it is relevant to the school. This policy will be reviewed in consultation with whole staff.

Policy to be reviewed Autumn 2017.