

Powell's Primary School



Anti-Bullying Policy

September 2018

Version	Date Policy Reviewed	Policy Reviewed By	Approved by Govs	Comments	Next Review Due
V1.0	October 2018	Glyn Jones & Helen Cooper			Autumn 2021

1 Introduction

- 1.1 We aim to establish a whole school positive culture in which all members of the community feel safe and confident, and treat each other with respect and courtesy, particularly with regard to individual differences. To this end, bullying will be eliminated.
- 1.2 This policy should be read and understood in the context of our Behaviour Policy and our suite of Safeguarding Policies, including our Child Protection Policy.
- 1.3 Our policy has been written in the context of our responsibilities under:
 - The Equality Act 2010. The Act makes it unlawful in England and Wales for the responsible body of a school to discriminate against, harass or victimise a pupil, exclude them or subject them to any other detriment.
- 1.4 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, staff will deal with the concern in line with the school Child Protection Policy.
- 1.5 The support of external services may be accessed to tackle any underlying issues which have contributed to a child engaging in bullying.

2 What do we mean by bullying?

- 2.1 Bullying involves an imbalance of power which makes it hard for those being bullied to defend themselves. This may be seen or felt physically, online or psychologically, and includes social isolation or intimidation, as well as any threat of violence. It is defined as follows:-
 - It is deliberately hurtful behaviour; and
 - It is repeated over time.
- 2.2 Bullying may take various forms, and is often motivated by prejudice, including:
 - Cyber: The use of electronic communications including email, mobile phones, text/multi-media messaging, photographs/video, online profiling, websites, social networks, and instant messaging; all with the intention to frighten, embarrass or harass. This can happen at any time of day with a potentially wider audience and more accessories as people forward on with a simple click;
 - Disability: because of, or focusing on, the issue of disability;
 - Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures);
 - Homophobic or Transphobic: because of, or focusing on, the issues of sexuality and/or gender identity;
 - Physical: pushing, kicking, hitting, punching or any use of violence inflicted on another individual;

- Racist/Cultural/Religious: racial, cultural or religious taunts, comments or gestures;
- Sexual: sexually abusive taunts, comments or gestures (staff are also to consider child on child sexual violence and sexual harassment as set out in the Child Protection Policy); and
- Verbal: for example, name calling, sarcasm, spreading rumours.

We believe that bullying is a behaviour choice and that anyone can be encouraged to change that behaviour. It can be an individual or a group.

- 2.3 We respect difference and welcome diversity in our children, young people and in society in general, and believe our school should be inclusive.
- 2.4 We believe that pupils should have the right to feel safe, secure and valued and that creating a safe environment and dealing with bullying is everyone's responsibility.
- 2.5 We support a range of positive strategies to deal with bullying and actively challenge the use of humiliation, fear, ridicule and other similar approaches in an effort to reduce bullying.
- 2.6 Bullying can result in long-term psychological damage and, in extreme cases, suicide. It is often motivated by prejudice against particular groups, for example, on grounds of race, religion, gender, sexual orientation including transgender, special educational needs and/or disability, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Any prejudice based language is unacceptable.
- 2.7 Bullying is not a criminal offence. However, there are criminal laws in the UK which apply to harassment and threatening behaviour. If we feel that an offence may have been committed our staff will seek assistance from the police. Bullying which is illegal must be reported to the police.
- 2.8 School visits are a part of everyday school life and, as such, this policy applies in full when pupils are off site, on work connected to the school.
- 2.9 The school is aware of the peer on peer abuse, as detailed in the Child Protection Policy. Any incidents of bullying will be analysed to see if it fits into the criteria of peer on peer abuse.

3 Objectives

- 3.1 Our policy is implemented whenever the school is responsible for the conduct and welfare of children and young people. The Senior Leadership Team and all staff are responsible for its implementation.
- 3.2 Our objectives are to:
- Enable pupils to understand clearly what constitutes bullying and to understand that bullying, whatever its form, will not be tolerated by the school community;
 - Make it easy for pupils to report bullying so that they feel assured that they will be listened to and incidents acted upon;
 - Enable parents to feel confident that bullying incidents will be firmly dealt with by the school;

- Create a safe environment and promote an inclusive ethos in the school where pupils can discuss the cause of bullying without fear of further bullying or discrimination;
- Raise staff awareness of the presence of different types of bullying, and an awareness of groups of pupils who are bullied disproportionately;
- Establish guidelines for action where bullying is evident;
- Develop a range of effective strategies for pupils to learn about moral and social issues;
- Ensure pupils are able to explain how we expect them to behave; and
- Celebrate success as an important way of creating a positive school ethos around anti-bullying.

4 Our Procedures

- 4.1 Effective staff training is an important aspect of our work to prevent and tackle bullying, including the different types of bullying. In particular, our Senior Leadership Team ensures that all staff understand the principles and purpose of the school's policy, the legal responsibilities, how to resolve problems and where to seek support. We use specialised skills to help our staff understand the needs of any pupils, including special educational needs and/or disability and lesbian, gay, bisexual and transgender (LGBT) pupils.
- 4.2 We all understand that bullying can occur in any school and that we have a responsibility to be vigilant for incidents, especially at times and in places where it is more likely to occur. We ensure that the physical layout of our buildings help to discourage and reduce the risk of bullying.
- 4.3 We aim to ensure staff feel confident to consistently tackle all forms of bullying and that pupils are empowered to say "no" to bullying.
- 4.4 If a member of staff suspects that bullying is taking place, or a disclosure is made to them about an incident of bullying, they should always consult a senior member of staff. Under the guidance of a senior staff member, an age appropriate investigation should take place. Separate meetings, at which all conversations should be recorded in writing, should be arranged with those involved to establish their version of events and assure them that the situation will be dealt with sensitively but firmly and fully.
- 4.5 Parents of both parties are always kept fully informed about how the alleged bullying is being handled.
- 4.6 Bullying behaviour will normally be addressed with targeted provision for all parties involved. A proven allegation of serious bullying may result in fixed term or permanent exclusion. Following the incident, a senior staff member oversees the monitoring of the situation, liaising directly with the relevant teacher to check that further bullying is not occurring.

- 4.7 Parents are asked to keep the school and staff informed of any concerns, and encourage their child to report any incidents immediately to an appropriate staff member. The Headteacher will ensure that the incident and any action taken are formally recorded.

5 Preventative Strategies

- 5.1 As a successful school, we create an environment that prevents bullying from being a serious problem in the first place.
- 5.2 We proactively seek to identify any issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place. We talk with pupils through the curriculum (particularly through PSHE) about issues of difference and use dedicated project time and events such as special assemblies. We keep lines of communication open so pupils feel included.
- 5.3 We are aware that schools which excel at tackling bullying have created an ethos of good behaviour where pupils treat one another and the school staff with respect because they know this is the right way to behave. Our Christian Values, an understanding of the value of education, British values, and a clear understanding of how our actions affect others permeate the whole school environment. We reinforce these messages through the behaviour and attitudes of our staff, who set a good example.

6 Successful Intervention Strategies

- 6.1 In accordance with our Behaviour Policy, we apply sanctions fairly, consistently and reasonably, taking into account of any special educational needs or disabilities that pupils may have and taking into account the needs of vulnerable pupils.
- 6.2 We also consider carefully the motivating factors which may have affected the bullying behaviour and whether it indicates any concerns for the safety of the perpetrator. Where this is the case, the child engaging in the bullying behaviour may need support themselves.
- 6.3 We involve parents to ensure that they are clear that the school does not tolerate bullying and that they are aware of the procedures to follow if they believe that their child is being bullied. We make sure that our parents feel confident that we will take any complaint about bullying seriously and resolve the issue in a way which protects the child.
- 6.4 We involve pupils so they understand our approach towards bullying and so they are clear in the part they have to play to prevent bullying, including when they find themselves as bystanders.
- 6.5 We regularly evaluate our approach and ensure that our policy and practice is up to date.

- 6.6 We make sure that the consequences of bullying reflect the seriousness of the incident, so that others see that bullying is unacceptable.
- 6.7 We teach pupils that using any prejudice based language is unacceptable.
- 6.8 We make it easy for pupils to report bullying so that they feel assured that they will be listened to and incidents acted upon.
- 6.9 We draw on the expertise of specialist organisations with a proven track record in dealing with bullying to ensure our practices are effective and keep children safe.
- 6.10 We listen to our pupils' voice at all times and act accordingly.

7 Our Procedures

- 7.1 The immediate priority is to stop the bullying, so instances will be dealt with without delay. The issue will be raised immediately with a member of the SLT. Children and parents will be spoken to and a plan to ensure the bullying stops will be agreed.
- 7.2 It is important for the school to understand the motivation behind any bullying and whether it reveals any cause for concern about the safety of the perpetrator. This is because the bully may need support themselves.
- 7.3 In serious or persistent cases, parents should be informed and may be asked to come in to a meeting to discuss the problem. All attempts will be made to help the bully or bullies change their behaviour. This may include referral to outside agencies or specialist programmes of support.

- 7.4 Incidents of bullying will be recorded by relevant staff. This will enable patterns to be identified, and keeping records of bullying incidents will also enable the school to:
- Manage individual cases effectively;
 - Monitor and evaluate the effectiveness of strategies;
 - Celebrate the anti-bullying work of the school; and
 - Respond effectively and swiftly to concerns from parents.
- 7.5 The most obvious strategy is the use of disciplinary sanctions to deal with those pupils who are found to be bullying. Such disciplinary measures have three main purposes, namely to:
- Impress on the perpetrator that what he/she has done is unacceptable;
 - Deter him/her from repeating that behaviour; and
 - Signal to other pupils that the behaviour is unacceptable and deter them from doing it.
- 7.6 Sanctions for bullying are intended to hold pupils who bully to account for their behaviour and to ensure that they face up to the harm that they have caused and learn from it. They also provide an opportunity for the pupil to put right the harm they have caused. Sanctions will be applied fairly, consistently and reasonably, taking into account the needs of vulnerable pupils.
- 7.7 We have powers to search included within the Education Act 2011 to tackle cyber-bullying, including, where necessary, deletion of inappropriate images or files on electronic devices, including mobile phones. We use this power under the specific authority of the Headteacher only and where there is good reason to do so, i.e. that it could be used to harm children, disrupt teaching or break the school rules. We do not search pupils in a blanket way.

8 Monitoring and Evaluation

- 8.1 The Headteacher is responsible for maintaining a behaviour log which includes instances of bullying.
- 8.2 The Headteacher is responsible for the implementation of this policy and for reviewing from time to time to evaluate its implementation and impact.

Related documentation	
Related documentation	Behaviour Policy Child Protection Policy and related Child Protection Policies Code of Conduct (Staff Behaviour Policy) SEND Policy