

Anti-Bullying Policy

Date: May 2021

Introduction

All children have a right to receive their education free from humiliation, oppression and abuse. It is the responsibility of adults to ensure that school provides a caring and protective environment for them.

Bullying of any kind is unacceptable at our school. However, we recognise that bullying behaviour takes place in every school at some time, and affects everyone directly or indirectly. The results of fear and intimidation spread beyond the circle of the child displaying 'bullying behaviour and victim.'

The policy acts in accordance with The Education Act (2002) , the Education and Inspections Act (2008) and the Equality Act (2002) and has been shared with all members of the school community.

What is bullying?

Bullying is 'behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally'.

It is important to distinguish between bullying and rough play / arguments / misunderstandings. The following features help to identify bullying:

- it is deliberately hostile towards the victim and repeated.
- the victim is less powerful than the child/ren displaying bullying behaviour.
- the outcome is always painful and distressing for the victim.

Bullying does not just occur between children. We recognise that bullying can also be perpetrated by children on adults, by adults on children and by adults on other adults.

The four main types of bullying are:

Physical	persistent hitting, pushing, kicking, pinching, other violence and taking things.
Verbal	name calling, sarcasm, racist remarks, persistent teasing, threatening, homophobic remarks.
Indirect	spreading rumours, excluding someone from social groups
Cyber	all areas of internet, such as email and internet chat room misuse. Mobile threats through text messaging and calls. Misuse of associated technology i.e. camera and video facilities.

Why does bullying occur?

People who bully might do so because they: want to feel powerful or in control; are jealous; want attention or to look 'clever' in front of others; are being bullied themselves. Bullying can also sometimes occur because people are seen to be different from them or from the 'norm'. Such prejudice based bullying may relate to another person's gender, ethnicity, religion, sexual orientation or disability.

What are the effects of bullying?

Persistent school bullying can result in:

for the victim -

- depression and moodiness
- low self esteem
- shyness and isolation
- poor academic achievement
- absenteeism/truancy
- distress and anxiety
- aggression
- unexplained changes in behaviour
- frequently damaged or 'lost' property

for the child/ren displaying bullying behaviour -

- reliance on intimidation in order to influence others
- isolation and lack of real friends
- tendency to use aggressive behaviour easily

Whole School Anti-Bullying Strategy

We do not accept that bullying should in any way be tolerated or excused.

We will strive to create a school environment where children expect everyone to be safe and happy, and where it is easy to report problems and concerns to adults.

We will provide quality supervision during breaks and lunchtime.

We will work to raise all children's positive self-esteem, so that they have the confidence and social skills to resist bullying behaviour.

We will talk openly with children and parents about the possibility of bullying and its effect, and encourage them to talk to staff about disturbing incidents.

We will include bullying and challenge the beliefs that fuel it (including Cyber-bullying), as a specific topic within our RSE Curriculum.

We will actively promote and enhance children's wellbeing through our Mental Health and Wellbeing strategy and policy.

We will ensure that all staff, including support staff, are given appropriate training regarding bullying and that they know how to recognise and combat all types of bullying.

We will ensure that every child hears the anti-bullying message together with information about what to do if they are bullied, regularly throughout the school year.

We will ensure that the Anti-Bullying Policy is available on the school website.

We will provide safety and support for victims of bullying and their parents as appropriate to the circumstances. We will work with children displaying bullying behaviour and their parents in seeking underlying causes for bullying behaviour, and in planning strategies to change that behaviour.

We will treat reports of cyber-bullying involving members of the school community in the same fashion as any other report of bullying.

We will address all allegations of bullying involving members of the school community regardless of whether it has occurred within, or away from, the school setting (Section 89(5) of the Education and Inspections Act 2006).

We will robustly tackle all poor behaviour, including low-level disruption and use of offensive language.

In the event of bullying becoming a child protection issue i.e. when there is “reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm” (as defined in the Children Act 1989), the school will follow procedures set out in the Child Protection Policy. This will include an awareness to work in accordance with Keeping Children Safe in Education (2020) and our school Child Protection Policy where concerns arise which are categorised as ‘Peer on Peer’ abuse.

Roles and Responsibilities

All adults within School will be expected to set a good example by ensuring that their relationships with other adults and with children are based on respect, care and trust.

All staff, teaching and support, will be expected to record all incidents or allegations of bullying and report them to the Head. They should respond to reporting children or parents calmly and reassuringly telling them that their concerns will be taken seriously. If necessary, immediate action should be taken to ensure a victim's safety.

All staff will be expected to support and participate appropriately in the whole-school anti-bullying strategy.

All children will be expected to reflect on the nature of bullying and its effects. They will be encouraged to report bullying of themselves or others to an adult. They will also be encouraged to take an appropriate part in support given to victims, and in strategies to change the behaviour of children displaying bullying behaviour.

The Headteacher will follow-up all allegations and incidents of bullying using the anti-bullying policy. The Headteacher will report to the nominated Safeguarding Governor/Advisory Board on a termly basis any bullying related incidents.

Parents will be expected to support the school's anti-bullying policy. They will be encouraged to talk to their children about bullying and its effects. They will be encouraged to allow children to talk about problems and concerns freely. They will be expected to report all allegations or incidents of bullying to the school.

The Advisory Board will monitor the implementation of and issues relating to the Anti-Bullying Policy termly. They will be expected to treat seriously and respond appropriately to parents who feel that a bullying problem remains unresolved.

How will we know if the Anti-Bullying Policy is effective?

All elements of the Anti-Bullying Strategy will be seen to be implemented. The Advisory Board checking on the way the school has handled reports of bullying will be able to see evidence that the anti-bullying procedures have been correctly and effectively implemented

However, if parents are unhappy with the way in which the school handles a bullying incident, they should address their concerns in the first instance to the Headteacher. If parents wish to make a formal complaint, they may follow the guidelines set out in the Complaints Procedure document which is available on the school website.

Links to other policies

**Safeguarding and Child Protection
Behaviour
Physical Intervention**

Useful Contact Details

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations that can help with bullying issues.

www.anti-bullyingalliance.org.uk

Kidscape

www.kidscape.org.uk

Their helpline for parents - 08451 205 204

NSPCC

help@nspcc.org.uk - 0808 800 5000

Bullying UK

www.bullying.co.uk - 0800 800 2222

Childline 0800 1111

Approval and Review

The policy was approved by the Headteacher on 12th May 2021.
The renewal date is annually or earlier if there is a change in legislation.