



# Anti-Bullying Policy

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| Approved by      | Headteacher             |

## **Introduction**

In this school bullying is regarded as totally unacceptable and contrary to the values and principles of the school. Through these values and principles our aim is to prevent, as far as possible, any incidences of bullying.

It is recognised, however, that whenever a group of people (whether children or adults) are together there will be some instances of bullying behaviour. This policy explains how such instances can be reported to school, how the school will deal with them and how the school will report action taken to those involved. Anyone, whether parent or child, should feel able to report any incidents.

## **Principles**

- Children have a right to learn free from intimidation and fear
- The needs of the victim are paramount
- School will not tolerate bullying behaviour
- Bullied pupils will be listened to
- Reported incidents will be taken seriously and thoroughly investigated

## **Definition of bullying behaviour**

We accept there are various definitions of bullying, we have defined it as follows:

*Behaviour that is on purpose, meant to cause embarrassment, pain or discomfort to an individual or group of individuals and repeated over a period of time.*

This is in line with the definition given by the Department for Education (“Preventing and tackling bullying – advice for school leaders, staff and governing bodies”).

This behaviour can be verbal, physical or psychological.

**Verbal:** eg. Name calling, spreading rumours, persistent teasing, homophobic, racist or disablist comments. Cyberbullying includes malicious texts or emails or posting on social websites i.e. Facebook, Snapchat, TikTok, Twitter etc, or as part of online gaming. Under the Malicious Communications 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 is known or believed to be false by the sender.

**Physical:** e.g. pushing, kicking, hitting, spitting or any other forms of violence.

**Emotional:** e.g. tormenting, threatening ridicule (including a child’s appearance, way of communicating or mannerisms), humiliation or exclusion from groups or activities or writing offensive notes or graffiti about another child.

## **LINKS WITH OTHER SCHOOL POLICIES**

Behaviour, Exclusions & Attendance, Safeguarding Children, Acceptable Use of the Internet Policy.

## **ROLES AND RESPONSIBILITIES**

At this school we recognise that it is everyone's responsibility to be alert to signs of bullying.

We will

- Foster in children self-esteem, self-respect and respect for others.
- Lead by example demonstrating the high standards of personal and social behaviour we expect from our children, establishing a safe environment where children feel secure and able to talk freely.
- Discuss bullying so that every child learns about the damage it causes to both the child who is subjected to bullying behaviour and to the child using the bullying behaviour and the importance of telling an adult when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, taking what they say seriously and act to support and protect them.
- Report suspected incidences of bullying to the Designated Safeguarding Lead.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures. This includes recording and monitoring behaviour on an appropriate system.
- Make referrals to outside agencies for support where necessary.

### **The Responsibility of Pupils**

We expect children to:

- Refrain from becoming involved in any types of bullying behaviour, even at the risk of incurring temporary unpopularity.
- Intervene to protect the child who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

### **The Responsibility of Parents**

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to their class teacher or another member of staff and explain the implications of allowing bullying to continue unchecked, for themselves and other children.
- Advising their children not to retaliate violently to any form of bullying.

- Be sympathetic and supportive towards their children and reassure them that appropriate action will be taken.
- Informing the school of any suspected bullying, even if their children are not involved.
- Co-operate with the school, if their children are accused of using bullying behaviour, in order to ascertain the truth. Also to explain the implications of using bullying behaviour, for both targets and users of bullying behaviour.
- Modelling appropriate and respectful interactions with others.

## **PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR**

Actions taken may include:

- Contacting parents/carers of all children concerned in the bullying incident
- Investigating the incident
- Feedback to those concerned
- Sanctions
- Contacting relevant professionals eg. Educational Psychologist, Outreach workers etc.