

SLADEFIELD INFANT SCHOOL



Anti – Bullying Policy

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Reviewed and Approved by Governors	C & GP 21/03/13	5
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Anti - Bullying Policy

September 2020

Everyone at Sladefield School has the right to feel welcome, secure, happy, valued and respected. Bullying of any sort prevents this being able to happen. Together as a school community we must make sure that we have a fair and positive approach to behaviour, which encourages everyone to be kind, respectful and tolerant towards others.

Staff at Sladefield fully recognise their responsibilities in terms of equality issues in relation to gender, age, race, disability, religion or belief, sexual orientation and gender reassignment, including in relation to this policy. Sladefield is firmly committed to equality and diversity, and when carrying out our functions, we shall have due regard to the need to eliminate unlawful discrimination and harassment; to promote equality of opportunity.

This policy is based on DfE guidance 'Preventing and Tackling Bullying' (July 2017) and supporting documents. It also considers the DfE statutory guidance, 'Keeping Children Safe in Education' 2018 and 'Sexual violence and sexual harassment between children in schools and colleges' guidance. The setting has also read Childnet's 'Cyberbullying: Understand, Prevent and Respond: Guidance for Schools' and DfE research into anti-bullying practices when producing this policy.

Policy objectives

This policy outlines what Sladefield Infant School will do to prevent and tackle all forms of bullying. The policy has been adopted with the involvement of the whole school community. Sladefield Infant School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

Links with other school policies and practices

This policy links with several school policies, practices and action plans including:

- Behaviour Policy
- Code of Conduct for Staff & Visitors
- Complaints Procedures
- Child Protection Policy
- Confidentiality Policy
- E-Safety & Computing Policies
- Safeguarding Policy
- Equalities & Diversity Policy
- Social Media Policy
- PSHE Policy

Links to legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011, 2016
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

Responsibilities

It is the responsibility of:

- The Head Teacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

Definitions of Bullying

- Bullying can be defined as “*behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally*”. (DfE “Preventing and Tackling Bullying”, July 2017)
- Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children’s emotional development.

It is important that the staff, parents and children know the difference between bullying and simply ‘falling out’.

On an individual case-by-case basis, bullying is also NOT:

- Rough /aggressive play.
- Play fighting.
- Falling out.
- Disagreements
- Isolated aggressive incidents.
- Clash of personalities/dislike for someone.

However, these things can lead to bullying if they are sustained actions, carried out by the same individual(s) on the same recipient(s).

Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
 - Bullying related to race, religion, faith and belief and for those without faith
 - Bullying related to ethnicity, nationality or culture
- Bullying related to Special Educational Needs or Disability (SEND)
- Bullying related to sexual orientation (homophobic/biphobic bullying)
- Gender-based bullying

Preventing, identifying and responding to bullying

The school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Discuss differences between people that could motivate bullying, as part of the delivery of the PHSE Curriculum
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches, such as through displays, assemblies, peer support and the School Council.

- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train ALL staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents).
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the school's attention which involves or affects pupils, even when they are not on school premises.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.
- Encourage the community to use technology, especially mobile phones and social media, positively and responsibly.

Responding to Bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The Head Teacher or Deputy Head Teacher (or another member of the Senior Leadership Team if both the Head Teacher and Deputy Head Teacher are both unavailable) will interview all parties involved.
- A Designated Safeguarding Lead (DSL) will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with Child Protection and Confidentiality policies.
- Sanctions, as identified within the school Behaviour Policy, and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the Police (if a criminal offence has been committed) or other local services including Early Help or Children's Social Care (if a child is felt to be at risk of significant harm).
- Where the bullying of or by pupils takes place off the school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's Behaviour Policy.

- A clear and precise account of bullying incidents will be recorded by the school on CPOMs; this will include recording appropriate details regarding decisions and action taken.
- An overview of any bullying that has taken place will be shared with Governors and the Local Authority at least termly.

When responding to cyberbullying concerns, which is most likely to be related to adults rather than children, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.
- Inform the Police if a criminal offence has been committed
- Provide information to staff and parents/carers regarding steps they can take to protect themselves online.

Supporting Pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing pastoral support.
- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Recording the recount of the bullying on their behalf to be used as evidence.
- Working with the pupil towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff; offering support from the school's Learning Mentor; engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern staff have regarding the bullying, and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- Sanctioning, in line with school's Behaviour Policy; this may include, in the most severe of cases, official and fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Supporting Adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the Head Teacher or Deputy Head Teacher (or member of the Senior Leadership Team if both the Head Teacher and Deputy Head Teacher are unavailable).
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official Complaints Procedures.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with the Head Teacher or Deputy Head Teacher (or member of the Senior Leadership Team if both the Head Teacher and Deputy Head Teacher are unavailable) to establish the concern.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

Involvement of pupils

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying at a level that they understand and can respond to
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Involve pupils in anti-bullying campaigns in school
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

Involvement and liaison with parents and carers

We will:

- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school website
- Ensure all parents/carers know who to contact if they are worried about bullying.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.
- Ensure all parents/carers have access to the school's Complaints Procedure and how to use it effectively in order to raise concerns in an appropriate manner.

Monitoring and Review

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- The Head Teacher will be informed of bullying concerns, as appropriate.
- The named Safeguarding Governor will report on a regular basis to the Governing Body on incidents of bullying, including outcomes.

Date of Review: October 2022