

# SLADEFIELD INFANT SCHOOL



## Anti – Bullying Policy

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# **Anti - Bullying Policy**

**September 2022**

Sladefield Infant School is committed to providing a caring, friendly and safe environment for all of the members of our school community. To enable this to happen, we will ensure that we promote and encourage positive behaviour and tackle negative behaviour.

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.

## **Commitments in this Policy**

- Bullying will not be tolerated
- Reports of bullying will be taken seriously; pupils and families should feel assured that they will be supported when bullying is reported
- All members of the school community should have an understanding of what bullying is and know what to do about it
- All members of the school community should know what the school policy is on bullying, and follow it when bullying is reported.

## **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.

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

We look to counter such incidents occurring through delivering a comprehensive and deliberately planned PHSE programme. This programme teaches our children the importance of:

- Healthy Relationships
- Respectful Behaviour

- Equality
- Body-Confidence & Self-Esteem
- Challenging Prejudices
- Healthy Online Behaviour

### **Bullying Outside of School**

*“A school has 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 the Head Teacher the power to regulate pupils’ conduct when they are not on school premises, and therefore not under the lawful charge of a school staff member.*

*Teachers have the power to discipline pupils for misbehaving outside of the school premises. 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 the town or village.*

*Where bullying outside is reported to school staff, it is investigated and acted on. In all cases of misbehaviour or bullying, members of staff can only discipline the pupil on school premises, or elsewhere when the pupil is under the lawful control of the member of staff.*

*The Head Teacher is responsible for determining whether it is appropriate to notify the Police, or the anti-social behaviour co-ordinator, of the action taken against a pupil. If the misbehaviour could be of a criminal nature, or poses a serious threat to a member of the public, the Police are always informed.”*

(Extract taken from Education and inspections Act 2006)

### **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 and peer support.

- 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 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 Pastoral Team; 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/carers, whether by pupils, parents/carers 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.
- investigate the concern and ensure that appropriate action is taken where the bullying takes place off school site or outside of normal school hours (including online)
- reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- being 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 gather 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/carers work with the school to role model positive behaviour for pupils, both online 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.

## **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
- PHSE 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):

- KCSIE 2022
- Working Together to Safeguard Children
- 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
- Communications Act 2003
- Human Rights Act 1998
- Education Act 2011
- DfE (2017) 'Preventing & Tackling Bullying'
- DfE (2018) 'Mental Health and Wellbeing Provision in Schools'

Date of Review: September 2024