

# **Ditton C of E Junior School**

## **Anti-Bullying Policy**

Agreed by the Full Governing Body  
on 20 March 2018

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### **Anti-Bullying Policy**

#### **Policy Objectives**

This policy outlines what Ditton C of E Junior School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture, whereby no bullying, including between adults, or adults and children and young people will be tolerated.

#### **Our school community:**

- Discusses monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour both appropriately and promptly
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils themselves abide by the anti-bullying policy
- Reports back to parents/carers, with regard to their concerns about bullying and deals promptly with complaints. Parents/carers will in turn work with the school to uphold the policy
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the L.A. and other relevant organisations when appropriate

#### **Definition of bullying**

Bullying is: '*Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual, either physically or emotionally.*' (DFE "Preventing and Tackling Bullying" Nov 2014)

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 inappropriate and harmful behaviours as expressed via digital devices (cyberbullying), such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the Internet.

#### **Forms of bullying covered by this Policy**

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

- Bullying related to race, religion or culture
- Bullying related to SEND ( Special Educational Needs or Disability)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers, children in care or otherwise relate to home circumstances
- Sexist, sexual and transphobic bullying
- Bullying via technology – 'cyberbullying'

## **Preventing, identifying and responding to bullying**

The school community will:

- Create and support an inclusive environment, based on our Christian ethos, which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all stakeholders
- 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
- 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 e.g. 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, including teachers, support staff, administration staff, MDMS and site support staff to identify all forms of bullying, follow the school policy and procedures ( including reporting and recording incidents)
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies for prevention of bullying occurring
- Actively create 'safe spaces' for vulnerable children
- Use a variety of techniques to resolve the issues between the victim(s) and the perpetrator(s)
- Celebrate successes and achievements to promote and build a positive school ethos
- Be encouraged to use social media responsibly

## **Involvement of pupils**

We will:

- We will regularly canvas the children's views on the extent and nature of bullying
- Ensure that all pupils know how to express worries and anxieties about bullying
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaged in bullying
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum
- Publicise the details of helplines and websites
- Offer support to pupils who have been bullied, and to those who bully, in order to address the problems they have

## **Liaison with parents and carers**

We will:

- Make sure that key information (including policies and named points of contact) is available to parents in a range of formats
- Ensure that all parents/carers know whom to contact if they are worried about bullying

- Ensure that all parents know about our complaints procedure and how to use it effectively to raise concerns in an appropriate manner
- Ensure that all parents/carers know where to access independent advice about bullying
- Work with 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 on and offline.

### **Links with other school policies and practice**

This policy links with a number of other school policies and practice including:

- Behaviour policy
- Complaints policy
- Safeguarding and Child Protection policies
- Confidentiality policy
- Online Safety and Acceptable Use Policies (AUPs)
- Curriculum policies such as PSHE
- Mobile phone and use of social media policies

### **Links to legislation**

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal law. These may include:

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- The Computer Misuse Act 1990

### **Responsibilities**

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy
- Governors, the Headteacher, Senior Leadership, Teaching and non-Teaching staff to be aware of this policy and implement it accordingly
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by the policy

### **Monitoring & review. Policy into practice**

The Headteacher will report on a regular basis to the Governing Body on incidents of bullying and outcomes. The school will ensure that it both monitors and evaluates mechanisms to ensure the consistency of policy application on a regular basis. Any identified issues will be incorporated into the school's action planning.

## **Supporting Organisations and Guidance**

- Anti Bullying Alliance [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- DfE: *Preventing and Tackling Bullying* Advice for headteachers, staff and governing bodies and *Supporting children and young people who are bullied. Advice for schools* Nov 2014 [https://www.gov.uk/government/publications/preventing-and-tackling bullying](https://www.gov.uk/government/publications/preventing-and-tackling-bullying)
- DfE: 'No health without mental health' <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- MindEd; [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
- Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- Young Carers: [www.youngcarers.net](http://www.youngcarers.net)

### **Cyberbullying**

- Childnet International : [www.childnet.com](http://www.childnet.com)
- Digizen: [www.digizen.org](http://www.digizen.org)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)

### **SEND:**

- Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- DfE: *SEND Code of Practice*

### **Racism and Hate**

- Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
- Kick It Out: [www.kickitout.org](http://www.kickitout.org)
- Report it: [www.report-it.org](http://www.report-it.org)
- Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)
- Show Racism the Red Card: [www.srrc.org/educational](http://www.srrc.org/educational)

## **Additional Content**

### **Dealing with Incidents;**

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
- A clear and precise account of the incident will be recorded on an Incident Form and given to the Headteacher/Designated Lead
- The HT/DL will interview all concerned and will record the incident
- Teachers and any other relevant staff will be kept informed
- When responding to cyberbullying concerns, the school will take all available steps to identify the bully, including looking at any school systems if relevant, identifying and interviewing possible witnesses and contacting the police and service provider, if necessary. The police would need to be involved to look into the service provider of another user
- If online content posted is offensive or inappropriate, and the person(s) are known, then the school will ensure they understand why the material is unacceptable, report to parents concerned and a request to remove it will be made
- Where bullying takes place outside of the school site, then the school will ensure that the concern is investigated and appropriate steps taken in accordance with the Behaviour Policy
- Parents/carers will always be kept informed
- Sanctions will be applied as appropriate and in consultation with all involved parties
- If necessary and appropriate, the police or other local services will be consulted

### **Supporting pupils**

*Pupils who have been bullied will be supported by:*

- Offering an immediate opportunity to discuss the experience with their teacher or other staff member
- Discussing how to build resilience as appropriate
- Reassuring the pupil and providing continuous support
- Restoring self-esteem and confidence
- Working with the wider community and organisations to provide further specialist advice and guidance

*Pupils who have bullied others will be helped by:*

- Discussing what happened and establishing the concern and need for change
- Informing parents/carers to help change the attitude and behaviour of the child
- Providing appropriate education and support
- If online, requesting removal of content and reporting account/content to the service provider
- Sanctioning in line with the Behaviour policy. This may include official warnings, removal of privileges and a fixed-term or permanent exclusion
- Speaking with police or local services

## **Supporting Adults**

*Adults (staff and parents) who have been bullied or affected will be supported by:*

- Offering an immediate opportunity to discuss the concern with the DL and/or a senior staff member or Headteacher
- Being advised to keep a log of bullying as evidence and discuss how to respond to concerns and build resilience as appropriate
- Where the bullying is outside of the school site, then the school will ensure that any concern is investigated and appropriate action taken in accordance with the Behaviour policy
- Reassuring and offering appropriate support
- Working with the wider community and local/national organisations to provide further specialist advice and guidance

*Adults (staff and parents) who have bullied will be helped by:*

- Discussing what happened with a senior member of staff and establishing the concern
- Clarifying the school's official procedures for complaints or concerns
- If online, requesting content be removed and reporting account/content to the service provider
- Instigating disciplinary, civil or legal action