



ANTI BULLYING

POLICY

(based on 'Preventing and Tackling Bullying' DfE Guidance)

Piddle Valley CE First School

POLICY DETAILS	
Author:	Executive Headteacher/ Leadership
Next Review Date:	September 2023
Committee Approval:	Full Trust Board
Date of Approval:	9 December 2020
LBG Adoption:	
Signed by Chair of LGB:	
Signed by Headteacher of School:	
Target Audience:	Staff/Pupils/Parents/Community

POLICY HISTORY			
Approved on:	Version No	Next Review	Nature of Change
Sept 2022	Version 1	Sept 2023	Change of MAT

Note: This policy will be reviewed at least annually, and following any concerns and/or updates to national and local guidance or procedures.

School Name: **Piddle Valley CE First School**

Nominated Member of Leadership Staff Responsible for the policy: **Mrs Jayne Browne, Headteacher**

Designated Safeguarding Lead: **Mrs Jayne Browne, Headteacher**

Named Governor with Lead Responsibility: **Mr Keith Campbell**

1. Introduction

- 1.1 Piddle Valley CE First School considers bullying as particularly serious and always takes firm action against it. The school is committed to providing a friendly, caring and safe environment for all pupils so they can learn in a relaxed and secure atmosphere. We encourage children to work against it, and to report any cases of bullying to a member of staff. Everyone has the responsibility to speak up if they see any type of bullying so we can help make our schools a better place.

We regard all pupils and their parents and carers, as of equal value:

- whether or not they are disabled,
- whatever their ethnicity, culture, religious affiliation, national origin or national status,
- whatever their gender or gender identity,
- whatever their sexual identity.

2. Objectives of this policy

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

3. Definition of Bullying

- 3.1 Bullying is 'behaviour by an individual or group, repeated over time that intentionally hurts another individual either physically or emotionally' (DfE 'Preventing and Tackling Bullying', July 2017). It is behaviour that is targeted and selective and can be direct (physical and verbal) or indirect (e.g. being ignored or cyber bullying).

4. Forms of bullying covered by this policy

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

- Bullying related to race, religion, nationality 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 related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology, known as online or cyberbullying.

5. Roles and Responsibilities

- 5.1 All members of the school community have a joint responsibility to report and tackle bullying where it is seen.
- 5.2 The **Headteacher** takes a lead role in monitoring and reviewing this policy. The Headteacher makes every attempt to eliminate bullying from the schools. The Headteacher will monitor incidents of bullying that do occur, and review the effectiveness of this policy regularly. The Headteacher will be required to keep accurate records of all incidents of bullying. Where a parent is dissatisfied with the way a school has dealt with a bullying incident, they should follow the schools complaints procedure to investigate the matter.
- 5.3 The **Headteacher** will ensure that the anti-bullying policy is implemented and ensure that it is communicated to all members the community. They will ensure that any disciplinary measures are applied fairly, consistently and reasonably and ensure that there is a named member of staff in school to take overall responsibility for bullying. They will be responsible for the reporting of bullying incidents and the effectiveness of the policy to the school governing body. They will ensure that all staff (including midday supervisors) receive sufficient training to be fully equipped to identify and deal with all incidents of bullying.
- 6.4 **All staff** are expected to uphold and implement this policy accordingly. They should ensure that all reports of bullying are taken seriously, put in place proactive measures to prevent it taking place, and deal with situations as quickly as possible to stop them from escalating. They should ensure that they are aware of the signs of all types of bullying and report incidents of bullying they have dealt with through *MyConcern*. They are expected to support the measures put in place both to support victim and the bully.
- 6.5 **Parents/Carers** are expected to support their children and encourage them to talk to an appropriate adult in school if they feel they are being bullied, working in partnership with the school. They should report any concerns to the school through the child's classteacher. They will avoid encouraging their children to take matters into their own hands which will escalate bullying issues (including the encouragement to use physical violence against a bully).
- Note: Always tell the school if you think there may be a problem. At school, we can only take action if we know there is or may be a problem. If it is important to you and your child, then it is important to us at school.
- 6.6 **Pupils** should treat each other with respect, both personally and on social media. They should support children who have experienced bullying and act if they see someone

bullying. Pupils should report to an adult any incident that they deem bullying (whether this is seen or heard, Pupils are expected to abide by this policy).

7. Prevention of Bullying Behaviours

7.1 Piddle Valley CE First School community has a culture that embraces differences and does not tolerate bullying. The school has a number of strategies it uses to prevent children displaying bullying type behaviours:

- Within the school curriculum, we raise awareness of issues related to bullying. This may be through any lesson but specifically PSHCE, Computer Science and R.E.
- Regular acts of worship focus on elements of bullying (e.g. inclusion, respect, tolerance).
- Pupils who are deemed vulnerable and are likely to exhibit bullying type behaviours receive pastor mentoring. In addition, the school will create 'safe spaces' for these pupils to use during social times during the school day (i.e. breaktimes, lunchtimes, before and after school).
- The school will celebrate success and achievements to promote and build a positive school ethos.
- All pupils will do work based on friendships and personal communication skills through tutor sessions. In addition, the school will openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities
- Occasional off-timetable days across the school will be used to focus in on specific areas of bullying (including cyber-bullying)
- Pupils will be encouraged to use technology, especially mobile phones and social media positively and responsibly.
- The school acknowledges national initiatives (such as Anti-Bullying Week) as a way of raising awareness with both pupils and parents.
- The school, through the Rights Respecting School and Global Citizenship programmes, examine national and international issues that fall under bullying.

8. Reporting and Responding

- The school, namely the Head teacher/SLT records any reports or incidents of bullying through the internal paper system. This is stored securely in the Head teacher's filing cabinet. The record includes an outline of the incident with the names of the children involved with clear dates and times.
- All school staff are asked to report disclosures/acts of bulling to the Head teacher or a member of the SLT as soon as possible verbally or using the internal paper system.

8.1 The school will report bullying of a racial or homophobic nature to the local authority (in line with county guidelines) and will send a copy of the report to the CEO of the Wessex MAT.

9. Actions following Bullying

9.1 The school will look to support victims of bullying to ensure that they are able to rebuild their self-esteem and confidence. Some of the strategies that may be used include:

- Reassuring the pupil and providing continuous support.
- Offering an opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Signpost via the school website places where victims of bullying can find information and support.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

9.2 The school will also work with the pupil(s) who have perpetrated the bullying to try and break the cycle of behaviour. Some of the strategies used will include:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the pupil.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), 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; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate.

9.3 The school aims to involve parents/carers to ensure that they are clear that the school does not tolerate bullying of any kind. The school will support parents/carers by:

- Keeping them fully informed of developments regarding reported cases of bullying.
- Signposting parents to support (either in the locality or online) that may assist them in dealing with the bullying incident.
- Offering reassurance and support and a listening ear for parents/carers of pupils who have been bullied or have perpetrated bullying to break the cycle.

10. Monitoring and review: putting policy in practise

10.1 The school will ensure that the policy and procedures relating to bullying are regularly reviewed to ensure that the policy is being consistently applied. Any issues or concerns raised will be incorporated into the school's action planning. The named governor for bullying will report back regularly to the local governing body on incidents of bullying, including outcomes.

11. Links with other school policies and practices

11.1 This policy has links with a number of other school policies, practices and action plans including:

- The school/academy behaviour and discipline policy
- The school/academy complaints policy
- The school/academy child protection policy
- The school/academy confidentiality policy
- The school/academy online safety and acceptable use policy
- The school/academy curriculum policies, such as; PSHCE, citizenship and computing
- The school/academy mobile phone and social media policy

Note: This policy is based on DfE guidance 'Preventing and Tackling Bullying' and supporting documents. It also takes into account the DfE statutory guidance 'Keeping Children Safe in Education' (2022). The school has read Childnet's 'Cyberbullying: Understanding, Prevent and Respond: Guidance for schools'. All of these documents can be found on the school website.

11.2 In addition, this policy links to the following 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
- The Equality Act 2010
- The Children Act 2004
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- Keeping Children Safe in Education 2022

The following organisations may provide useful links to organisations that can provide advice and support for those worried or concerned about bullying.

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

National Bullying Helpline: www.nationalbullyinghelpline.co.uk

NSPCC: www.nspcc.org.uk

The BIG Award: www.bullyinginterventiongroup.co.uk/index.phpc

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

SEND

Changing Faces: www.changingfaces.org.uk

Mencap: www.mencap.org.uk

Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf

Cyberbullying

Childnet International: www.childnet.com

Digizen: www.digizen.org • Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk

Race, religion and nationality

Anne Frank Trust: www.annefrank.org.uk

Kick it Out: www.kickitout.org

Report it: www.report-it.org.uk

Stop Hate: www.stophateuk.org

Tell Mama: www.tellmamauk.org

Educate against Hate: www.educateagainsthate.com/

LGBT

Barnardos LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm

Metro Charity: www.metrocentreonline.org

EACH: www.eachaction.org.uk

Proud Trust: www.theproudtrust.org

Schools Out: www.schools-out.org.uk

Stonewall: www.stonewall.org.uk

Sexual harrassment and sexual bullying

Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters