Greatstone Primary School

<u>Anti-bullying Policy</u>

Author(s):	Fiona Roberts
Date:	November 2020
Review Frequency:	Every two years
Review Date:	November 2022
References:	Preventing and Tackling Bullying 2017

Keeping Children Safe in Education

Sexual violence and harassment between children in schools and colleges.

Cyberbullying: Understanding, Prevent and Respond: Guidance for Schools 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 |
| Governor Agreement | November 2020 |
| To be read in conjunction with | Behaviour Policy

Complaints Policy |
| Key contact personnel | Designated Safeguarding Leads: Mrs S Lewis (Headteacher), Mrs F Roberts and Mrs J Kaye (Assistant Headteacher) , Miss Z Grimes(SENCO) Named Governor with lead responsibility: Mrs C. Allen |

How our school values relate to this policy

Our school values of Family, Thrives, Friendship and Courage are deeply embedded in everything we do at Greatstone Primary School and filter through into the heart of our children, staff and volunteers.

Family is the bedrock of all we do and who we are, whether it be working closely with children and their families or our wider community, we are devoted to learning together to achieve more.

Thrive: We believe that all members of our school should thrive and flourish academically, socially, emotionally (including mental health) and physically to be the best they can possible be.

Friendship: We actively teach children to be a kind and a compassionate friend who knows how to fall out well with others (it's a part of growing up and forming relationships). All are taught how to be respectful, tolerant and compassionate to all. We can't be friends with everyone, but we can be friendly to all.

Courage: When each individual is confident, curious and resilient, it enables them to reach personal achievements and milestones, however large or small. Learning from mistakes is welcomed as these can be the most powerful lessons.

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" 2019 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".

Policy objectives:

- This policy outlines what Greatstone Primary School will do to prevent and tackle all forms of bullying.
- The policy has been adopted with the involvement of the whole school community.
- Greatstone Primary 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
    - Complaints policy
    - Child protection policy
    - Confidentiality policy
    - Online safety and Acceptable Use Policies (AUP)
    - Curriculum policies, such as: PSHE, SRE.
    - Mobile phone and social media guidance
    - Searching, screening and confiscation guidance

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
    - 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 headteacher 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.

Definition 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.

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 young carers, children in care or otherwise related to home circumstances
  - Bullying related to physical/mental health conditions
  - Physical bullying
  - Emotional bullying
  - Sexual 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, including transphobic bullying
    - Bullying against teenage parents (pregnancy and maternity under the Equality Act)

School ethos

- Greatstone's community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.
- By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.
- Our Community:
  - Monitors and reviews our anti-bullying policy and practice on a regular basis.
  - Supports staff to promote positive relationships to help prevent bullying.
  - Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
  - Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
  - Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the antibullying policy. Requires all members of the community to work with the school to uphold the anti-bullying policy.
  - Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
  - Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy.
  - Seeks to learn from good anti-bullying practice elsewhere.
  - Utilises support from the Local Authority and other relevant organisations when appropriate.

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 headteacher/Designated Safeguarding Lead (DSL) or another member of leadership staff will interview all parties involved.
  - The 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 confidentially policies.
  - Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned considering each individual's needs.
  - 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 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 using CPOMS. This will include recording appropriate details regarding decisions and action taken.

Cyberbullying

- When responding to cyberbullying concerns, 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.

    This may include:

    - looking at use of the school systems;
    - identifying and interviewing possible witnesses;
    - Contacting the service provider and the police, if necessary.
    - Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.

    This may include:

- Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
- Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the DFE: searching, screening and confiscation guidance.
- Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.