Ham Dingle Primary School
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Part of United Learning

Anti –Bullying Policy

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Rationale:

At Ham Dingle Primary, we believe that everyone has equal rights of freedom from all forms of harassment and firmly believe that bullying is unacceptable. We follow antidiscrimination law (from The Equality Act 2010), which means staff must act to prevent discrimination, harassment and victimisation within our school. We understand that 'Section 89 of the Education and Inspections Act 2006' states that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.

What is bullying?

• Bullying is "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 can be a form of peer on peer abuse and can be emotionally abusive; it can cause severe and adverse effects on children's emotional development.

We recognise the importance of differentiating between children's "off-the-cuff", ill-considered remarks and behaviour, and that which is repeatedly planned with the intent to hurt, threaten or frighten. Bullying is not when two equals occasionally argue because they disagree about some matter of mutual interest or concern, therefore we understand that many friendship problems cannot be classed as bullying. It is quite normal that children at primary school find that their efforts to form exclusive friendships are unsuccessful at times and they feel left out. This is not bullying.

At Ham Dingle, we always use **S T O P** to help us identify if it is bullying or not.

Several Times On Purpose

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

• Behaviour Policy

• Safeguarding Policy

• E-Safety Policy

• SEND Policy

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 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.

• School 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

Forms of Bullying

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

School Ethos

At Ham Dingle we recognise that 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, disciplined environment, where pupils are able to learn and fulfil their potential.

Strategies to prevent bullying

• An anti-bullying ethos is in place at Ham Dingle, which is reinforced by all adults.

• Opportunities are regularly used to develop concepts of friendship, caring and sharing.

• Children are continually involved in discussions, role-play and activities during assemblies, class council sessions, PSHE and RE lessons to help them to understand what bullying is, and to know what they should do when it occurs. They will be taught, for example, that to be an onlooker whilst bullying is taking place, can be threatening and can therefore be part of the bullying behaviour. They will be taught to report all incidents of bullying, whether they are personally involved or not, to an adult.

• Positive attitudes are exhibited towards all pupils and only the best behaviour is accepted from and of our pupils.

•   Efforts are constantly made to build self-esteem within pupils so that they feel competent and confident and enjoy a sense of fulfilment.

•   The amount of children's time spent on-task is maximised through high-quality teaching and learning.

• Positive emphasis is placed on kindness and consideration of others, remorse, empathy and forgiveness, through our behaviour policy using Conscious Discipline (see Behaviour Policy).

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 or another member of leadership staff will interview all parties involved.

- The designated safeguarding lead will be informed of all bullying issues where there are safeguarding concerns.

- The school will inform other staff members, and parents/ carers, where appropriate.

- Sanctions (as identified within the school Behaviour Policy) and support for individuals 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 takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with the school's Behaviour Policy.

- A clear and precise account of the incident will be recorded on CPOMS by the school in accordance with existing procedures. 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.

- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.

- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviours 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.

- Provide information to staff and pupils regarding steps they can take to protect themselves online.

This may include:

- advising those targeted not to retaliate or reply;
- providing advice on blocking or removing people from contact lists;
- helping those involved to think carefully about what private information they may have in the public domain.

Supporting Pupils

Pupils who have been bullied will be supported by:

• Reassuring the pupil and providing continuous support.

• Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.

• Working towards restoring self-esteem and confidence.

• Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.

• 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).

Pupils who have perpetrated the bullying will be helped by:

• Discussing what happened, establishing the concern 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.

• If online, requesting that content be removed and reporting accounts/content to service provider.
• Sanctioning, in line with school behaviour/discipline policy

• 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.

Preventing Bullying

Environment

The whole 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.

• Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).

• 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.

• Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.

• Be encouraged to use technology, especially mobile phones and social media positively and responsibly.

• Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.

• Celebrate success and achievements to promote and build a positive school ethos.

Policy and Support

The whole school community will:

• Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.

• Regularly update and evaluate our practice 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.

• Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying bought to the school's attention, which involves or affects pupils, even when they are not on school premises.

Education and Training

The school community will:

• Train all staff to identify all forms of bullying and take appropriate action, following the school's policy and procedures (including recording and reporting incidents).

• Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, school council, etc.

• Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

Monitoring and review

• The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.

Any issues identified will be incorporated into the school's action planning.

• The Headteacher will be informed of bullying concerns, as appropriate.

• The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying, including outcomes.

Bullying outside of school

According to law and government guidance, our Head Teacher has the legal power to make sure pupils behave outside of school premises. This includes bullying that happens anywhere off the school premises, for example on public transport or in a town centre. School staff also have the right to report bullying to the police or local council.

Useful links and supporting organisations

• 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

• NSPCC: www.nspcc.org.uk

• The BIG Award: www.bullyinginterventiongroup.co.uk/index.php

• Young Minds: www.youngminds.org.uk

• Young Carers: www.youngcarers.net

• 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

• DfE: SEND code of practice: www.gov.uk/government/publications/sendcode-ofpractice-0-to-25 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

• Educate against Hate: www.educateagainsthate.com/

• Children's Legal Centre 0845 345 4345

• KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204 6

• Parentline Plus 0808 800 2222

• Youth Access 020 8772 9900

- Bullying Online www.bullying.co.uk