



Anti-Bullying Policy

Review Date: January 2023



Defence Children Services

School statement on bullying

We believe that everyone is equal and as such we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

Aims and purpose of the policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

Related policies-

- Behaviour and Restraint Policy
- Exclusion Policy
- Equality Policy
- Attendance policy
- Online safety policy
- PSHE policy
- Relationship and sex education policy
- Staff code of conduct policy
- Safeguarding policies

Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying

Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people

Reporting bullying

If a child feels that they are being bullied, they must tell someone i.e. a teacher or member of support staff. They should report this to an adult either verbally or if they feel unable to do so, by reporting it via a note or in a class "worry box".

Reporting- roles and responsibilities

Staff

All staff play an active role in the school's efforts to prevent bullying. They have a duty to challenge bullying (including HBT bullying and language) and be vigilant in noticing any signs of bullying. Incidences of bullying or any reported incidents of bullying must be reported via MyConcern.

Senior Leadership Team

The Senior Leadership team and the headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people. The Headteacher has the overall responsibility for anti-bullying.

Parents/carers

Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying or discuss with the child's class teacher in the first instance.

Pupils

All pupils are taught that they should not take part in any kind of bullying through the school's wider curriculum including through PSHE, RSE, assemblies and collective worship, the teaching of British Values and through the teaching and implementation of our behaviour policy. Through our wider curriculum and values, we teach and encourage children to look out for each other and be vigilant in watching out for signs of bullying. Pupils should never be bystanders to incidents of bullying; we teach children that they should offer support to the victim and encourage them to report it.

Responding to bullying

When bullying has been reported, the following actions will be taken:

1. Staff will record the bullying on MyConcern.
2. Staff will follow up with appropriate investigations, discussions and meetings with parents, other teachers or senior staff.
3. Following on from this investigation or fact finding, key actions may be agreed to support all parties involved.
4. Senior school staff will monitor information recorded on MyConcern, analysing the results.
5. Senior school staff will produce reports summarising the information which the headteacher will report to the governing body.
6. Support will be offered to the target of the bullying from the staff team.
7. Staff will proactively respond to the bully who may require support from the staff or outside agencies.
8. Staff will assess whether parents and carers need to be involved.
9. Staff will assess whether any other authorities (such as police of local authority) need to be involved, particularly when actions take place outside of school.

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on MyConcern and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log or MyConcern and discuss this with the senior leadership team.

Prejudice based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

School strategies to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- Our school ethos statement is at the heart of everything we do and ensures that all members of the school community are respected as valued members of our community.
- Our PSHE curriculum includes opportunities for pupils to understand that there are different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Assemblies and collective worship opportunities explore the importance of inclusivity, dignity and respect through our school values, British Values as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- PSHE and Circle Times provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Our behaviour policy includes restorative justice systems which provide support to targets of bullying and those who show bullying behaviour
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups for example the school council.
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

Training

The headteacher is responsible for ensuring that all school staff including Learning Support Assistants (LSAs) receive regular training on all aspects of the anti-bullying policy.

Monitoring the policy

The headteacher is responsible for monitoring the policy on a day-to-day basis. The headteacher is responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

Evaluating and reviewing

The headteacher is responsible for reporting to the school governance committee (and DCS where applicable) on how the policy is being enforced and upheld.

The policy is reviewed annually.

Date of Last review: January 2022