

DINTING CHURCH OF ENGLAND VOLUNTARY AIDED PRIMARY SCHOOL

Anti-Bullying Policy

Introduction

In 2014 the DFE published 'preventing and tackling bullying'. This guidance states that under section 89 of the Education and Inspections Act 2006 all maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.

The DFE state bullying is behaviour by an individual or group repeated over time, that intentionally hurts another individual or group either physically or emotionally.

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 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.

Dinting Primary is committed to working with staff, pupils and parents/carers to create and maintain a school community where bullying is not tolerated. The school anti-bullying policy has been developed with due regard for our duties and obligations under existing legislation and public sector duties for the safeguarding and wellbeing of all our pupils and we will take all steps to ensure their safety.

Aims

The governors, headteacher and staff at Dinting Primary School acknowledge that bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim to

- Show commitment to overcome bullying through practising zero tolerance.
- Have a safe and secure environment where all can learn without anxiety and measures are in place to reduce the likelihood of bullying
- Ensure a consistent school response to any bullying incidents that do occur.
- Make the school community aware of our opposition to bullying and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

This policy aims to promote the understanding that bullying is usually caused by discontentment/unhappiness in the aggressor.

Preventing and Responding to Bullying Incidents

Prevention

Key Stage 2 pupils discuss bullying in the autumn term each year, linked with National anti-bullying week. Through discussions in class and in the school council they have produced their own information leaflet about bullying. 'It's not cool to be cruel' is given to children joining our school and is regularly reviewed by the school council. Individual classes will address issues around bullying throughout the year in circle or discussion times.

The school works hard to ensure that all pupils know the difference between bullying and 'falling out'.

The school runs nurture sessions as required throughout the school year. These sessions are for pupils who are identified by staff as being a concern and the sessions aim to build friendships, raise self-esteem and build the children's confidence to help them gain the most from their time at school.

Key Stage 1/EYFS pupils are given opportunities in circle time/PSHE to develop social and emotional skills in order to make judgements about their behaviour and its effect on others. Stories, drama, role play and discussions in all curriculum areas provide further opportunities to reinforce and promote positive behaviours and empathy skills. Pupils are given opportunities to discuss concerns through the school council and all staff are committed to always listen and children are encouraged to be open about their feelings.

Response to Bullying

Bullying may be reported by a child, a carer, member of staff or a parent. All reported incidents of bullying must be investigated and taken seriously by staff members.

Older children may be asked to write a report themselves. The Headteacher will take time to discuss the issues with the victim of the bullying and suggest strategies on how best to deal with the situation. Strategies to support the victim of bullying will be put in place by staff, this may include support at lunchtime, an older buddy or the opportunity to talk regularly to a member of staff. Parents will be informed.

Staff will take time to discuss the issues with the bully and if appropriate carry out relevant sanctions (see behaviour policy)

It will be made clear to all pupils that bullying will not be tolerated.

If the incident is not too serious a problem solving approach may help. Each child must be given an opportunity to talk and the discussion should remain focussed on finding a solution to the problem and stopping the bullying reoccurring; where possible the pupils will be reconciled. The Headteacher and other appropriate members of staff will monitor the situation closely afterwards.

Time is spent talking to the child or children who have done the bullying, explaining to them why their action is wrong and how they could change their behaviour in the future. When appropriate we will invite the children's parents to school to discuss the situation. The school will try hard to support the offender through mentoring and by setting up home school link systems, working with parental support.

In extreme circumstances the Headteacher may contact external services, for example the Behaviour Support Team or Educational Psychologist.

If the incident is decided to be bullying or is serious parents will be informed and asked to come into school to discuss the issues. In some cases exclusion may be considered. Records of bullying are kept during the child's stay at the school.

Recording and Reporting Bullying

When a possible incident of bullying is reported it must be recorded in writing by the member of staff receiving the report. The Headteacher must be informed and a copy of the report given to them. The Headteacher will then interview the children concerned and report the outcome to the class teacher, other staff will be alerted to watch out for further occurrence.

If after investigation it is decided that the incident is a bullying incident the Headteacher will record the incident in the behaviour log file. If the bullying incident includes racist/homophobic/extremist abuse the Headteacher will record the incident on the reported incident form and a copy will be sent to the Local Authority and another copy will be placed in the child's file. All reported incidents forms must be completed with the knowledge of all parents concerned.

The Chair of Governors will be informed of any serious incidents of bullying

Prejudice -related bullying

Prejudice related bullying is usually characterised by abusive behaviour, intolerance or ostracism on grounds of an individual's gender, gender identity, ethnicity, body image/size, sexuality, disability, age, religion or belief.

Bullying may include verbal and physical assaults, threats, offensive 'jokes' or language, mockery and ridicule, insulting behaviour and gestures, graffiti and theft and damage to property.

The impact of prejudice-related bullying should not be underestimated. Bullying must be recognised, understood and taken seriously.

Responding to prejudice-related bullying

1. Respond appropriately, do not ignore
2. Do not make premature judgements on, or responses to, what has happened. All staff must relay message to child that they are concerned, available to listen and intend to make every effort to find out what has happened and address it.
3. As soon as possible make time to find an appropriate space, away from other children to provide privacy and keep conversations confidential
4. The investigation should follow restorative practices, meet with pupil experiencing the incident by themselves and ask restorative questions.
5. Once information gathered, ask pupil what they would like to happen . important to have pupils support on the direction of events to proceed from this point, they need to feel confident in response to incident.
6. Meet with other pupil and ask relevant restorative questions. If more than one pupil meet individually to gain better understanding of incident
7. If all in agreement talk to both parties together.
8. Record details of the incident, nature of prejudice on the behaviour incident reporting form
9. A conclusion must be logged at some stage
10. Perpetrators must have clear understanding of why their words/actions were unacceptable. Any sanctions must be within framework of school's behaviour policy
11. If appropriate ensure parents/carers of all parties involved are informed.

Reporting of prejudice-related incidents towards a member of staff

As above. Ensure parents/carers are informed and that if they want to meet with member of staff to discuss incident, its investigation and outcomes the meeting must take place with the Headteacher present.

Links with other school policies and practices

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

- Behaviour and discipline policy
- Complaints Policy
- Safeguarding and child protection policies
- Confidentiality Policy
- e-Safety (Online Safety) and Acceptable Use Policies (AUPs)
- Curriculum Policies such as PSHE and citizenship and computing
- Mobile phone and social media policies
- Searching and confiscation

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 Managers, 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.

The named Governor with lead responsibility for this policy is: Sue Davies

Monitoring and Review

The anti-bullying policy is reviewed annually. The review includes examining the behaviour log and reported incidents file in discussion with the Headteacher. Governors may analyse for patterns of pupils, places or groups.

Policy reviewed by staff	September 2015
Policy approved by Governors	15.10.15
Prejudice related bullying included in policy, discussed and reviewed with staff	20.09.16
Policy approved by Governors	October 2016
Updated to include links to other policies and legislation	May 2017
Policy reviewed by staff	September 2020
Policy reviewed by staff	September 2021
Policy approved by Governors	May 2021 Minute number 24/21