

Bill Quay Primary School



Anti-bullying Policy

Rationale

As a Rights Respecting School, we place children's rights at the centre of our teaching, policies and practice. In accordance with the United Nations Convention on the Rights of the Child, we believe that every child has the right to feel safe and be protected from conflict, cruelty, exploitation and also a responsibility not to bully or harm each other.

Bill Quay Primary School is committed to creating a safe environment where young people can learn and socialise freely and without fear. At Bill Quay Primary School, we believe all children have the right to feel safe and that they are encouraged to show respect to others.

We believe all members of the community, including governors, teaching and non-teaching staff, pupils and parents should understand what bullying is and be familiar with the school policy on bullying.

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" 2021 and "Sexual violence and sexual harassment between children in schools and colleges" guidance.

This policy should be read in conjunction with the school's policies on Equal Opportunities, Behaviour, Online Safety, Acceptable Use and Child Protection.

Bullying will not be tolerated. We accept that bullying incidents may take place within every school and that there is a need for clear guidelines for parents/carers, pupils and staff about how to deal with such incidents. We are committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

Aims

The aims of this policy are;

- To ensure everyone understands what bullying is.
- To address all bullying incidents effectively.
- To adopt a whole school approach to addressing bullying incidents.
- To encourage bullies to think about their behaviour and take responsibility for their actions.
- To enhance the self-esteem of victims of bullying.
- To give all children the strategies to communicate effectively without resorting to bullying.

Roles and Responsibilities

All staff have a responsibility to act appropriately, following agreed procedures, to bullying incidents. However, the Head Teacher/Assistant Head Teachers must be informed in the first instance. Governors and the SLT are responsible for participating in the writing of the Anti-bullying policy and monitoring incidents of bullying, using our cpoms system.

Safeguarding

Under the Children's Act of 2004, guidelines state that a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering or is likely to suffer significant harm'. Where this is the case, school staff should report their concerns to their local authority's social care department. This Act ensures effective local working to safeguard and promote children's well being and a multi-agency approach. The main principles are to allow children to be healthy, safe, enjoy life, assist them to succeed and make a positive contribution to achieve economic stability.

At our school, safeguarding of children is paramount. The actions we take to promote the welfare of children and protect them from harm is everyone's responsibility. Safeguarding is defined as protecting children from maltreatment, preventing impairment of children's health or development, to ensure children grow up in circumstances consistent with the provision of safe and effective care and taking action to enable all children to have the best outcomes.

Inclusion

All children have the right to an education. We are committed to providing effective learning opportunities for all pupils. Suitable learning challenges will be set for all pupils with the aim of maximising achievement for all pupils, tailored to their individual needs. Teachers will respond appropriately to pupil's diverse learning needs and be aware of the needs of differing genders, special educational needs, disability, as well as different cultures, social and ethnic backgrounds. We are committed to the principle of equality of opportunity; this is reflected in the curriculum offered to all pupils and in the conduct of staff and pupils.

Definition

What is 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'.

Bullying is when a person often and repeatedly suffers hurtful behaviour which causes upset. Depending on the individuals involved and assessing each incident on its own merits, the severity of bullying can be at times difficult to judge.

Bullying takes many forms and can be difficult to identify-

- Physical-hitting, kicking, taking/destroying belongings.
- Verbal-name-calling, insulting, making racist, sexist, homophobic and other personal comments.
- Cyberbullying- Specifically 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
- Emotional/Indirect-the spreading of hurtful rumours or gossip about someone and excluding them socially.

Bullying is recognised by Bill Quay Primary School as being a form of peer on peer abuse; children can abuse other children. Abuse will never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up". We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.

Bullying may involve complicity that falls short of direct participation, for instance, manipulating a third party to tease or torment someone. It may be overt and intimidating but it is often hidden and subtle. It may include actions or comments that are racist, religious or cultural, homophobic, transphobic, sexist, sexual or which focuses on disabilities or other physical attributes-such as hair colour or body shape.

Cyberbullying

The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically, 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.

The school's website directs pupils, parents and staff to internet safety advice. During Computing and PSE lessons, pupils are taught to use the internet safely and they are given advice on how to report unpleasant internet content and the use of the CEOP link. Pupils are taught the importance of never giving out personal details over the internet.

Use of abusive or derogatory language

As a rights respecting school, Bill Quay Primary has a zero-tolerance approach to the use of language deemed to be abusive or derogatory in any way. Language that may cause offence to others in terms of their gender, race, religion, culture or of a homophobic nature is taken very seriously. Through discrete teaching pupils are made aware that comments linked to race, religion, or culture can be offensive and derogatory. We bring to the fore prejudice-driven bullying by providing opportunities for pupils to understand what acceptable behaviour is. Pupils are educated through PSHCE, assemblies and through other subjects such as History to raise awareness, with discussions about differences between people and the importance of avoiding prejudice. The use of abusive or derogatory language by an individual is recorded on our cpoms system and will be immediately reported to the parents of the perpetrator.

Bullying outside of the school premises

Teachers have the power to discipline pupils for bullying incidents that occur outside the school's premises. Where bullying outside school is reported to school staff, it will be investigated and acted on. The Headteacher may also consider whether it is appropriate to notify the police or anti-social behaviour co-ordinator in their local authority of the action taken. If the behaviour is deemed of a criminal nature or if it is believed it may pose a serious threat to a member of the public, police should always be informed.

Adults

Where incidents of bullying are directed at school staff by colleagues, pupils and parents' procedures are outlined in the following policies:

- A parent with a complaint can refer to our Complaints Policy where concerns are initially recorded in our parent concern log, then if unresolved procedures are outlined in the policy.
- An employee who believes they are being bullied can refer to the school's Grievance and Whistle blowing policies.

- Parents who are the perpetrators of bullying towards staff will be referred to the parent's code of conduct. Likewise, pupils will be referred to the school charters which they themselves have written with regard to behaviour and respect. This links directly to our Behaviour Policy.

The School's Role in Reducing Opportunities for Bullying

Staff will support parents and children in reducing bullying incidents by:

- Listening carefully to children, parents and staff.
- Creating an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognising that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Recognising the potential with Special Educational Needs and Disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Openly discussing differences between people that could motivate bullying, such as children with different family situations (looked after children or those with caring responsibilities), religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Monitoring behaviour of children in and around school.
- Maintaining high expectations of every child's achievement and behaviour.
- Challenging practice and language (including 'banter') which does not uphold our school values.
- Developing pupil's self- esteem, empathy and a sense of responsibility for self and others.
- Ensuring positive adult role models.
- Using Playground Buddies to support vulnerable children.

Any incidents of bullying are recorded via our cpoms system. This is an electronic reporting system which allows us to monitor incidents and actions throughout the time each child is a pupil at our school. Any members of staff who do not have access to this system should inform the class teacher or Designated Safeguarding lead who will then discuss action and record on cpoms.

Curriculum

Through our teaching of the curriculum and our own professional development we aim to reduce the chances of bullying through-

- A planned programme of education about bullying to all pupils i.e through circle time, PSHE and Citizenship, a structured curriculum and through cross-curricular themed approaches.
- Providing our school buddies with the necessary training to support pupils;
- Seeking to learn from anti-bullying good practice elsewhere and utilise the support of the local authority and relevant organisations where appropriate.
- Planning and delivering lessons during National Anti-bullying Week to raise the profile of the effects of bullying and the many different strategies which can be used to combat bullying.
- Circle time and assemblies;
- Involving the Community Police Officer in assemblies and class or group discussions on bullying issues.

Procedures

The school operates an open- door policy and staff can be contacted freely via phone, in person at the end of the school day or via home-school diaries.

If a parent/carer or a member of staff believes a child is a victim of bullying this is the advised course of action;

- Contact the class teacher. The concern will be logged on our cpoms system.
- The concern is shared with the Head Teacher or Assistant Head Teachers.
- The incident will be discussed with each child separately.
- The victim is supported by making sure he/she is listened to telling him/her that we are treating the incident seriously, describing how the incident will be dealt with.
- The parents of those involved, including the victim and the perpetrator are informed of the actions to be taken.
- The child who is being accused of bullying will then be spoken to and the reasons why we are speaking to them are outlined. The teacher will not make immediate judgements and must stay calm.
- Both pupils meet together, if appropriate, in order for mediation to occur. Mediation involves the teacher initially listening to each individual without speaking to avoid pupils perceiving they are being judged. Teachers then give

pupils the opportunity to suggest their own solution to the issue and will offer guidance if necessary as to how to resolve the situation.

- A further discussion with the Head Teacher or Assistant Head Teachers.
- The behaviour of the children involved continues to be monitored by all staff, including lunch time staff, who will be informed of any issues.
- The class teacher or Assistant Head Teachers will feed back to parents and a meeting will be set up if required.

Responding to Cyberbullying concerns

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the victim and work with the perpetrator to ensure it does not happen again.
- Work with the individuals and online service providers to prevent the incident from spreading, and assist in removing offensive or upsetting material from circulation.

Evaluation and Monitoring

Parents and carers, pupils, governors and school staff will be fundamentally involved in the implementation, monitoring and revision of this policy. The named governor for anti-bullying is Lisa Evans.

Useful Links

- 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
- 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
- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com/>

- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS):
www.gov.uk/government/organisations/uk-council-for-internet-safety
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying':
www.gov.uk/government/publications/preventing-and-tackling-bullying