



ANTI-BULLYING POLICY

This policy should be taken as part of the overall strategy of the school and implemented within the context of our vision, aims and values as a Church of England School.

Rationale:

Northleaze is a school where everyone has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and difference is celebrated. Bullying of any kind is unacceptable and will not be tolerated.

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

Definition of 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 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)

Methods of bullying:

- Physical aggression – hitting, kicking, tripping, spitting, taking or damaging property, use of threat or force in any way, intimidation or demands for money or goods.
- Verbal – name calling, insulting, teasing, mocking, taunting, gossiping, secrets and threats. Reference to upsetting events such as bereavement, divorce, being in care.
- Indirect – excluding, ostracising, rumours, story-telling, emails, chat rooms, messaging on mobile devices, inappropriate gestures.
- Cyber (a type of indirect bullying) – text messaging, the inappropriate use of social media and apps, the misuse of photos or videos, emails.

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 definitions of bullying. It will be challenged by all staff and recorded and monitored. Where appropriate, follow up actions and sanctions will be taken. Staff are expected to challenge and record the casual use of derogatory language and to not accept this as ‘banter’, ‘part of growing up’ or ‘kids being kids’.

To prevent bullying in our school we will:

- Educate our pupils through a well-planned PSHE curriculum (Jigsaw)
- Ensure online safety and appropriate use of technology is taught throughout KS1 and KS2
- Embed the six core values of respect, compassion, responsibility, friendship, resilience and creativity and make links with each of these to our behaviours
- Mark anti bullying week in November each year and use this as an opportunity to refresh and update policy and procedures in place
- Model our values and intolerance of bullying behaviour as a staff
- Ensure pupils know who they can talk to and what will happen if they report bullying behaviour
- Share policy and procedures with parents and governors
- Ensure robust use of the policy
- Not ignore incidents and record appropriately and in a timely manner using CPOMS

Possible indicators of bullying:

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| • Disturbed sleep | • Changes in mood |
| • Bed wetting | • Changes in clothing or appearance |
| • Head and stomach aches | • School refusal |
| • Problems with concentration | • Anxiety |
| • Changes in behaviour or attitudes | • Withdrawn or wishing to be isolated |
| • Truancy | |
| • Bullying other children | |
| • Changes in eating patterns | |

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 deputy headteacher/headteacher/Designated Safeguarding Lead (DSL) or another member of 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 confidentiality policies.
- Sanctions, as identified within the school behaviour policy, and support 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 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 on CPOMS. This will include recording appropriate details regarding decisions and action taken and be reported to the headteacher and governing body.

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 school searching and confiscation policy. *(We will access the DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying guidance to ensure that the schools powers are used proportionately and lawfully)*
 - 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.
- 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.

Sanctions:

These will include:

- A sincere apology to the victim verbally and/or in writing
- Loss of school privileges
- Loss of playtimes or lunchtimes
- Loss of Golden Time
- Requesting parents discuss the matter at school with a member of the senior leadership team
- Being withdrawn from after school clubs or activities (where relevant)
- Fixed term exclusion
- Permanent exclusion

Involvement of pupils:

We will:

- Involve pupils (through the School Council) in policy writing and decision making, ensuring they are clear what bullying is and what it isn't, and that they understand the school's approach
- Regularly seek pupils' views (via the School Council and the Pupil Survey) on the extent and nature of bullying at our school
- Ensure that all pupils know how to express worries and anxieties about bullying
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying

Involvement and liaison with parents and carers:

We will:

- Take steps to involve parents and carers to ensure they are aware that the school does not tolerate any form of bullying.
- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school website
- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Monitoring and Evaluation:

We will monitor the effectiveness of this policy and our procedures through:

- Pupil Survey
- Pupil voice
- Parent feedback (annual questionnaire)
- Use of CPOMS to record incidences, concerns and communication with parents
- Report to Local Governing Body each term

Links to other policies:

- Positive Behaviour
- SEND

Policy reviewed and amended February 2020.

Next review date: **February 2021 (or November 2020 during Anti-bullying Week)**