



## Deanshanger Primary School

### Anti-Bullying Policy

This policy is based on DfE guidance “*Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies*”, March 2014 and “*Bullying at school*” Gov.UK July 2015. The latter document explains that Head teachers have the legal power to make sure pupils behave outside of school premises (state schools only). This includes bullying that happens anywhere off the school premises, e.g. on public transport or in a town centre. School staff can also choose to report bullying to the police or local council.

#### Objectives

This policy outlines what Deanshanger Primary School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and the Anti-bullying Committee. We are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated.

#### Our school community:

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis.
- Has an Anti-bullying Committee (ABC) consisting of parents, governors, staff and students that meet on a monthly basis.
- Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Has a permanent display in the corridor by the library giving information about the ABC and their impact.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; that all concerns shared in the anti-bullying/worry box will be followed up on and that pupils abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying, deals promptly with complaints and present the ABC survey results. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate

#### Definition of bullying

Bullying is “Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “*Preventing and Tackling Bullying*”, March 2014). A term that we use with the children is ‘STOP’ – Several Times On Purpose.

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.

#### Forms of bullying

This policy was reviewed and presented to governors for approval May 2016. As with all policies, it will be reviewed on an annual basis and more often if required.

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion 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 –“cyberbullying”

## **Preventing, identifying and responding to bullying at Deanshanger Primary School**

The school community will:

- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns. Pupils are encouraged to tell an adult that they feel comfortable with and/or fill in a slip by the anti-bullying/worry box.
- Deliver an annual survey to children regarding their happiness in school incidents of bullying.
- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide opportunities to develop pupils’ social and emotional skills, including their resilience.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as bringing in outside visitors, learning mentor sessions, displays, assemblies, peer support, ordering appropriate fiction and non-fiction books and the school council.
- Regularly update and evaluate our anti-bullying approaches 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. This includes an annual E-safety parent meeting.
- Train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site supervisor) and Learning Mentor to identify all forms of bullying and follow the school.
- Actively create “safe spaces” for pupils e.g., small room in the library, friendship benches.
- Work with other agencies and the wider school community to prevent and tackle concerns as required.
- Celebrate success and achievements to promote and build a positive school ethos in line with school values.

## **Involvement of pupils**

We will:

- Regularly ask the children about the extent and nature of bullying through the annual survey (created by the ABC).
- Ensure that all pupils know how to express worries and anxieties about bullying and who to talk to.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum. These may be largely, but not exclusively, led by the ABC.
- Publicise the details of help lines and websites around school.

- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

## **Working with parents and carers**

We will:

- Make sure that the Anti-bullying policy is accessible to all parent and carers via the school website [www.deanshangerprimary.co.uk](http://www.deanshangerprimary.co.uk)
- Ensure that all parents/carers know who to contact if they are worried about bullying or anything else.
- Ensure all parents/carers know about the school's complaints procedure and how to use it effectively.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying in line with "Bullying at school" Gov.UK July 2015.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

## **Links with other school policies and practices**

This policy links with a number of other school policies including:

- Behaviour Policy
- Complaints Procedure Policy
- Safeguarding Policy
- E-Safety and Acceptable Use Policies (AUPs)
- Curriculum Policies such as PSHE and Computing
- Allegations Policy
- Community Cohesion Policy
- Ethos and Values Policy
- Racial Equality Policy
- Inclusion Policy

## **Responsibilities**

It is the responsibility of:

- School governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Head teacher, senior leadership team, 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 report all incidents of bullying either in person or via the anti-bullying /worry box.

## **Supporting Organisations and Guidance**

- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Beat Bullying: [www.beatbullying.org](http://www.beatbullying.org)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)

- DfE: “Preventing and Tackling Bullying. Advice for head teachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying> and “Bullying at school” Gov.UK July 2015
- DfE: “No health without mental health”: <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
- Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- Young Carers: [www.youngcarers.net](http://www.youngcarers.net)

## Cyberbullying

- Childnet International: [www.childnet.com](http://www.childnet.com)
- Digizen: [www.digizen.org](http://www.digizen.org)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)

## LGBT

- EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)
- Pace: [www.pacehealth.org.uk](http://www.pacehealth.org.uk)
- Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)
- Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)

## SEND

- Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

## Racism and Hate

- Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
- Kick it Out: [www.kickitout.org](http://www.kickitout.org)
- Report it: [www.report-it.org.uk](http://www.report-it.org.uk)
- Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)
- Show Racism the Red Card: [www.srtrc.org/educational](http://www.srtrc.org/educational)