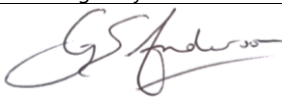





DINGLE COMMUNITY PRIMARY SCHOOL

ANTI-BULLYING POLICY

The school aims to promote equality in all aspects of school life and with regard to all matters embraced by this policy will comply with the provisions of the **Equality Act 2010** and the **Special Educational Needs and Disability Act 2002**.

Date adopted:	30 th September 2010
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	15 th September 2016
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	14 th September 2022
Next review due:	Autumn 2025
Reviewed by:	Governing Body
Signed:	 (Headteacher)
Signed:	 (Chair of Governors)
Date:	14 th September 2022

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1. Statement of Intent

This policy has regard to the DfE publication 'Preventing and Tackling Bullying - Advice for Headteachers, Staff and Governing Bodies (July 2013)'.

The policy of Dingle Community Primary School in relation to the issue of bullying reflects a belief that bullying is not acceptable under any circumstances (zero tolerance) and that it is best prevented through the development of a school ethos based on mutual respect, fairness and equality. It also acknowledges that bullying behaviour is problematic for the victim and perpetrator alike and embodies support and management strategies that are pragmatic and non-oppressive.

2. Legal Background

'Preventing and Tackling Bullying - Advice for Headteachers, Staff and Governing Bodies (DfE July 2013)' advises that:

- Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.
- Under the Equality Act 2010 a public sector Equality Duty requires public bodies to have due regard to the need to:
 - eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act;
 - advance equality of opportunity between people who share a protected characteristic and people who do not share it;
 - foster good relations between people who share a protected characteristic and people who do not share it.Maintained schools are required to comply with the Equality Duty and Part 6 of the Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment.
- Under the Children Act 1989 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, the school staff should report their concerns to their Local Authority children's social care. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying.
- Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour (or communications) could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communications Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

3. Principles

The school accepts the following principles with regard to bullying:

- All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.
- There is no justification whatsoever for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, gender, gender identity, sexual orientation, ability are absolutely repudiated as reasons for bullying.
- Bullying behaviour is a problem for both the bully and the victim and should be addressed in positive and constructive ways which provide opportunities for growth and development for the bully and victim alike.
- Effective management of bullying is a shared responsibility and strategies should involve school staff, parents/carers and other professionals involved with children who are the victims or perpetrators of bullying behaviour.
- It is important to invest time and resources in the prevention and management of bullying and to provide staff with advice, training and the support necessary to manage it with confidence.
- Information about the school's policy and procedures should be readily available in 'user-friendly' form to children and their parents/carers.

4. Aims

The aims of the school through the implementation of this policy are:

- To fulfil the school's statutory responsibility to respect the rights of children and to safeguard and promote their welfare.
- To clarify the school's responsibility for responding to incidents of bullying and to emphasise to staff, pupils and their parents and carers the school's zero tolerance attitude towards bullying behaviour.
- To eliminate intimidating behaviour and promote a school ethos in which each pupil is safe and able to realise their full potential.
- To address the problem of bullying and to bring it under control through the implementation of whole-school policy and procedures.
- To reassure parents and carers that the school takes their children's welfare seriously and that they are being educated in a safe and secure environment.

5. Objectives

The objectives of the school by adopting this policy are:

- To develop and implement an anti-bullying policy based on a consistently implemented whole-school approach.
- To raise awareness among staff, parents/carers and pupils about the issue of bullying and the school's attitude towards it and to create an environment in which bullying is seen as inappropriate and unacceptable.
- To be proactive in the prevention of bullying.
- To make pupils, parents/carers and staff aware of what steps to take when an incident of bullying has occurred.
- To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.
- To clarify the extent of any bullying problem and ensure that the school allocates a proportionate amount of time and energy to bringing it under control.
- To accurately record all incidents of bullying and to monitor the effectiveness of strategies for bringing it under control.
- To address with bullies their problematic behaviour in a fair and firm, non-oppressive manner, and to provide them with support to enable them to change their behaviour.

6. Arrangements

5.1 Definition of Bullying

'Preventing and Tackling Bullying - Advice for Headteachers, Staff and Governing Bodies (DfE July 2013)' defines bullying as follows:

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case. The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.'

5.2 Types of Bullying

Bullying behaviour may be direct or indirect. Direct forms include:

- physical violence and threats;
- verbal assaults and taunts;

- cyber bullying;
- the destruction of property;
- extortion;
- unwanted sexual interest or contact.

Indirect forms of bullying include:

- ignoring and the withdrawal of friendship;
- excluding;
- malicious gossip and spreading rumour;
- abusive or oppressive graffiti.

5.3 Scope of this Policy

This policy particularly applies to incidents of bullying which take place on school premises. Although the school is not legally responsible for dealing with bullying which takes place elsewhere (L.B.S. v Sussex C.C.) it has an enduring interest in the welfare and conduct of its pupils and will respond positively to any information it receives about bullying outside school. 'Preventing and Tackling Bullying - Advice for Headteachers, Staff and Governing Bodies (DfE July 2013)' states that:

'Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The Headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed. In all cases of misbehaviour or bullying the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

Thus:

- If it emerges that if a pupil is responsible for bullying other children outside school then this matter will be addressed and (if appropriate) the bully's parents informed.
- If a child is found to be the victim of bullying outside school then help and support will be offered and advice given on how to avoid further incidents in future. The victim's parents will be informed.
- If there are more general concerns about pupil's safety outside school then the local police will be contacted and their help sought in making the area around the school premises more secure.
- If information is received that a pupil is being bullied by a sibling outside school this will initially be discussed with the parents. If concerns persist then the matter will be referred to the appropriate authorities in accordance with the school's Child Protection Procedures.
- If pupils are being bullied by pupils of another school the Headteacher of that school will be informed and requested to deal with the matter.

5.4 Prevention of Bullying

All staff of the school involved in the education and/or supervision of pupils will be made aware of the issue of bullying and the need to apply the schools policy of zero-tolerance consistently when episodes of bullying are witnessed or reported. Staff will constantly reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it.

The issue of bullying will be raised with pupils at a number of levels including:

- At whole school level – through assemblies when children will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place.
- At classroom level – including during circle time, projects and P.S.H.E.
- At individual level – pupils who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance.
- Pupils who have bullied others will be given advice and support and taught strategies to enable them to bring their unacceptable behaviour under control and to prevent further incidents.
- Arrangements will be made to ensure that at particular times when pupils may be more vulnerable to bullying, such as at lunch and break times and the beginning and end of the school day, there is adequate supervision available to reduce the risk of bullying incidents.

- Pupils will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated.
- Parents/carers who believe their children are the victim of bullying should share their concerns with school at the earliest opportunity and be prepared to work with school to ensure the safety of their children. All expressions of concern will be taken seriously and investigated thoroughly.
- If parents/carers believe their child is bullying others, this information should be shared with school so that the problem can be addressed and a plan agreed to prevent further incidents and the bullying child helped to change their behaviour.
- These preventative strategies will operate within the school ethos, founded on equality, fairness and respect for others in which individual differences are celebrated and seen as a source of enrichment.

5.5 Parental involvement

Dingle Community Primary School is firmly committed to working in partnership with parents/carers and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs. In accordance with this commitment:

- The school recognises the important influence which parents/carers have on their children and would wish to enlist their support when their child is involved in bullying – either as victim or a perpetrator.
- If a pupil is involved in a single serious incident of bullying or there is evidence that the same child is involved repeatedly in less serious incidents (either as a victim or a perpetrator) school will inform parents and invite them to become involved in the management of the problem and the prevention of further incidents.
- Isolated and less serious incidents will be managed by school staff and parents/carers informed.

5.6 Implementation

Dingle Community Primary School is committed to creating a bully-free environment and will ensure that its zero-tolerance policy is applied rigorously. In particular:

- All staff involved in the teaching and/or supervision of pupils will take responsibility for addressing incidents which fall with the school's definition of bullying and ensure that the victim receives what support is required; the bully will be informed of the unacceptability of their behaviour and a record made of the incident.
- All pupils will be made aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

5.7 Incident management

The school will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff.

5.7.1 Post Incident Responses for the Victim

When a member of staff receives information, either directly or indirectly, that a pupil may have been the victim of a bullying incident, this report will be taken seriously and investigated. The school will offer a proactive, sympathetic and supportive response to pupils who are the victims of bullying. The exact nature of the response will be determined by the particular pupil's individual needs and may include:

- immediate action to stop the incident and secure the pupil's safety;
- positive reinforcement that reporting the incident was the correct thing to do;
- reassurance that the victim is not responsible for the behaviour of the bully;
- strategies to prevent further incidents;
- sympathy and empathy;
- counselling;
- befriending;
- assertiveness training;
- extra supervision/monitoring;
- creation of a support group;
- peer mediation/peer mentoring;
- informing/involving parents;
- adult mediation between the perpetrator and the victim (provided this does not increase the victim's vulnerability);

- arrangements to review progress.

5.7.2 Post Incident Responses for the Bully

Dingle Community Primary School takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way. The school does not believe that the use of punishment is helpful in managing bullying but is of the view that the positive use of sanctions can be useful in demonstrating to bullies that their behaviour is unacceptable and in promoting change.

The school will respond to incidents of bullying behaviour in a proportionate way – the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly. The following options will be considered:

- immediate action to stop an incident of bullying in progress;
- discussion with the bully reinforcing the message that their behaviour is a breach of school rules and is unacceptable;
- loss of lunchtime/breaktime privileges;
- removal from class/group;
- withholding participation in sports or out of school activity (if not an essential part of the curriculum);
- informing and involving parents/carers;
- counselling/instruction in alternative ways of behaving;
- adult mediation between the perpetrator and the victim (provided this is safe for the victim);
- fixed periods of exclusion;
- permanent exclusion (in extreme cases which may involve violence);
- rewards/positive reinforcement for children in order to promote change and bring unacceptable behaviour under control;
- school will take appropriate action in relation to any perceived bullying incidents which involve racist, sexist, disablist or homophobic elements.

6. Monitoring and Evaluation

The extent of the incidence and any trends of bullying within school will be reported to the Governing Body in the Headteacher's termly report if there is anything of such a nature to report. The Headteacher and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any concerns.