

GISBURN ROAD C.P. SCHOOL BARNOLDSWICK

Anti-Bullying Policy



Date written: October 2019

Date of next review: October 2020





Our Anti-Bullying Policy and Procedures

1 Introduction and important information

By law, all state schools must have a policy in place that deals with the issue of bullying among pupils. This policy sets out what we will do to prevent and deal with all forms of bullying and must be upheld and followed by the whole school community.

The Policy will be reviewed (at least) annually or in response to any updates in national or local guidance, procedures or events.

Please read the information carefully and let us know if there is anything in it that you don't understand or if you would like any additional information.

2 Links to other school policies and procedures

This policy links in with other school policies and procedures, including those relating to:

- Behaviour
- Safeguarding
- Complaints
- Online Safety
- Sex and Relationships
- Social Media

3 Links to the law

There are several pieces of Government legislation that set out measures for schools to take in response to bullying, in addition to criminal and civil law. These 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

4 Bullying: our school values and beliefs

The school follows a “**zero tolerance**” policy on bullying and believes that all pupils and staff have the right to feel happy, safe and included. Pupils and parents joining the School will be given information clearly setting this out.

We recognise that all forms of bullying can have a devastating effect on individuals.

It can create a barrier to learning and have serious consequences for mental wellbeing

By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment where pupils are able to learn and fulfil their potential.

To do this, we will actively promote an anti-bullying environment.

All bullying, of any sort, is unacceptable **and will be challenged**.

Pupils and staff who report and/or experience bullying will be supported.

5 Responsibilities

It is the responsibility of:

- The Headteacher to ensure that this policy is communicated to the whole school community, to make sure that it is followed, and to ensure that any disciplinary measures are applied fairly, consistently and reasonably;
- Governors to take a lead role in monitoring and reviewing the policy;
- All staff and Governors to support, uphold and implement the policy;
- All parents/carers to support their children and work in partnership with the School;
- Pupils to know of, and abide, by the policy.

6 The Aims and Intentions of this Policy

- To provide a learning environment that is free from any threat or fear;
 - To reduce and eradicate, wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy;
 - To establish a consistent means of dealing with bullying, and of providing support to pupils who have been bullied;
 - To always help children, their parents, carers and our staff to understand what bullying is - and what it is not;
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- To ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it;
- To meet all legal obligations that rest with the school.

7 What is Bullying?

There is no legal definition of bullying but it is usually said to be behaviour that is:

- Repeated (over a length of time);
- Deliberately intended to hurt someone – either physically or emotionally;
- Often aimed at certain groups (for example, because of ethnicity, religious beliefs, gender or sexual orientation);
- Difficult for victims to defend themselves against

Bullying can take many forms but involves dominance of one pupil by another, or a group of others; is intended and deliberate; and usually forms a pattern of ongoing behaviour, which can be:

- Physical - such as hitting, kicking or taking someone's belongings;
- Verbal – such as name calling, insulting, making threats or offensive remarks;
- Indirect – such as spreading unpleasant “stories” or rumours, excluding from social groups;
- “Cyberbullying” – such as by phone (e.g. text) or online (e.g. email, social networks or instant messenger).

Bullying isn't only directed at an individual but also the “group” to which he or she is seen to “belong”. So, we will pay particular attention to:

- Bullying related to physical appearance;
- Bullying of young carers, children in care or relating to home circumstances;
- Bullying related to physical or mental health issues;
- Sexual bullying (including homophobic and transphobic language);
- Bullying related to ethnicity, culture, nationality, religion, faith or belief

The phrase **peer-on-peer abuse** (which includes issues of bullying) is a term that is more widely used. To learn more about this, please see the School Safeguarding Policy.

8 What is Not Bullying?

It is important to stress that some actions, although hurtful, are not considered to be bullying.

For an incident to be considered as bullying, the “aggressor” must **intentionally** want to hurt someone. And the “victim” must consider the action to be a **deliberate** act of abuse.

For this reason, we do not consider bullying to be:

- “Just not liking” someone;
- Being excluded (for example from a party or game);
- Accidental actions (such as bumping into someone, or accidental actions occurring during sport);
- “Bossy” behaviour (such as wanting others to play in a certain way);
- A single act of telling a joke about someone;
- Arguments;
- One off acts of harassment, aggressive behaviour, intimidation or meanness.

There will be occasions when these acts will need appropriate action to be taken - but not by using the School Anti-Bullying Policy.

9 Creating an Anti-Bullying Environment in the School

We aim to create a positive environment where social awareness skills are learned and practiced as set out in the School Behaviour Policy; and where bullying is not accepted by anyone in the School community.

Pupils are expected to support each other and take responsibility for the emotional and social wellbeing of others.

We will promote appropriate behaviour through the implementation of the School Behaviour Policy; direct teaching – for example, Personal, Social, Health and Economic (PSHE) education, Citizenship and the Social and Emotional Aspects of Learning (SEAL) curriculum; and by creating an emotionally and socially safe environment where skills are learned and practiced.

All aspects of the School curriculum will be used to:

- Raise awareness about bullying and our anti-bullying policy;
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- Increase understanding of experience of victims to help to build a School-wide anti-bullying environment;
- Teach pupils how to constructively manage their relationships with others.

We will use circle time, role play and stories to show pupils what they can do to prevent bullying.

“Worry Boxes” are available (one in the infant hall and one in the junior hall) where children can post notes to inform us of incidents that concern them.

The School Council will offer a forum in which concerns about bullying can be discussed on a regular basis.

Pupils will be encouraged to tell us where and when bullying occurs and we will supervise, and do our best to eliminate, any unsafe areas that are reported to use.

10 Our Strategy for Responding to Bullying

a) Immediate action

- Pupils who have been bullied, or have seen others being bullied, should report this as soon as possible to any adult member of staff or by placing a note in one of the ‘worry boxes’;
 - Pupils will be listened to and assured that it is ‘OK to tell’ any adult about bullying incidents;
 - Members of staff who receive reports that a pupil is being bullied should take **immediate** action as recommended in this policy and **must** report the matter to a member of the Senior Leadership Team (Head Teacher, Deputy Head Teacher or Assistant Head Teacher);
 - The appropriate member of staff that has taken the allegation, **must** log the alleged incident on CPOMS (the computer software application for monitoring issues of child protection, safeguarding and related matters) which will be kept updated during the full period of enquiry;
 - All reports of bullying will be taken seriously and dealt with by a member of the Senior Leadership Team;
 - The member of the Senior Learning Team will speak to all the parents involved or delegate the matter to a Learning Mentor under their supervision;
 - The member of the Senior Leadership Team will speak to any member of the School community who has witnessed the events;
 - The school pastoral team will liaise with members of the School’s leadership team as appropriate to ensure that action is taken and the incident is carefully monitored;
 - Where bullying is of a racist nature, the Local Authority will be informed using the online racial incident report form;
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- x. Where the incident and/or actions are believed to be criminal in nature, the Police will be informed;

b) For those considered to be victims of bullying we will in all cases:

- i. Provide support for the pupil, or pupils, who have been bullied;
- ii. Reassure the pupil or pupils concerned that they do not “deserve” to be bullied and that it is not their “fault”;
- iii. Assure them that it is right to report the incident;
- iv. Take steps to ensure that they feel safe;
- v. Investigate the extent of the problem;
- vi. Engage the pupil(s) who have been bullied in making choices about how the matter is resolved;
- vii. Ask them to report any further incidents to a member of staff;
- viii. Affirm that bullying can be stopped and that our school will persist with intervention until it does.
- ix. Provide the victim(s) with a bullying monitoring card that will be checked regularly by a Learning Mentor and a member of the Senior Leadership Team
- x. Record the incident / the alleged incident on the bullying form
- xi. Ensure that those involved (i.e. pupil(s), parents and/or carers) are informed of actions taken.
- xii. A member of the Senior Learning Team (with a Learning Mentor if appropriate) will speak to parents and/or carers again when appropriate and always after a period of 4 weeks to close the enquiry and check they are satisfied with how the matter has been handled.

For those considered to be the perpetrators of bullying we will in all cases:

- i. Interview the pupil(s) involved separately;
 - ii. Listen carefully to their explanation of the events;
 - iii. Reinforce the message that bullying is not acceptable, that it is expected to stop and seek a firm commitment to this end;
 - iv. Keep records of the allegations and any future occurrences;
 - v. Keep on-going records of the progress of the enquiry and any actions taken;
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- vi. Affirm that it is right for pupils to let us know when they are being bullied;
- vii. Inform parents and/or carers as quickly as possible and seek their support in helping to change attitudes and behaviour;
- viii. Adopt a joint problem-solving approach where this is appropriate;
- ix. Provide appropriate education and support to address the actions and issues arising;
- x. Consider sanctions under the School's Behaviour Policy.;
- xi. Advise the pupils responsible for bullying that we will be checking to ensure that bullying stops;
- xii. Ensure that those involved are aware that we are doing so;
- xiii. Involve the school's learning mentors in working alongside victims and perpetrators over a series of interventions.

I I Taking Tougher Measures if Required

If required, we will invoke the full range of sanctions outlined in the School Behaviour Policy to address incidents of bullying. These include:

- Detention at break and lunchtime;
- Ongoing Involvement of parents / carers;
- If the incident(s) are considered serious, a fixed term or permanent exclusion from the School may be pursued.

I2 How Pupils, Parents/Carers can help

All members of the School community are expected to act in a respectful and supportive way towards one another.

Pupils are expected to:

- Report all incidents of bullying directed towards themselves;
- Report suspected incidents that victims may be afraid to report;
- Support each other and to seek help to ensure that everyone feels safe and nobody feels excluded or afraid in school.

Parents / carers can help by:

- Supporting our anti-bullying policy and procedures, particularly in understanding the definitions of bullying;
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- Talking to their child about aspects of bullying;
- Discussing with their child's teacher any concerns that their child may be experiencing bullying or involved in any way;
- Helping to establish an anti-bullying culture outside of school.

I3 Education and Training

The School has a commitment to:

- Train all staff to be able to identify all forms of bullying and how to take appropriate action in line with this Policy;
- Consider the range of opportunities and approaches to address bullying throughout the curriculum and in other activities (e.g. displays, assemblies, peer support as set out in Section 9 of this Policy);
- Collaborate with other local educational settings as appropriate;
- Provide ongoing opportunities for the development of pupils' social and emotional skills, resilience and self-esteem.

I4 Bullying Outside the School Premises

This policy will also apply outside the School when pupils are:

- Taking part in any school-organised or school related activity;
- Travelling to or from school;
- Wearing the school uniform;
- In some other way identifiable as a pupil at the school.

We will also take action when an incident occurs outside the School if the behaviour:

- Could have an impact on the orderly running of the school;
- Poses a threat to other pupils;
- Could affect the reputation of the school.

I5 Concerns, Complaints and Compliments

We recognise that there may be times when parents / carers feel that we have not dealt sufficiently or appropriately with an incident of bullying. Should this occur, we ask that this be brought to the headteacher's notice as soon as possible.

If the headteacher cannot resolve the concerns informally, parents / carers can raise their concerns more formally through the school's complaints procedures.

We would also be pleased to receive compliments from parents / carers via the feedback form when things have gone well. It helps to know when we are getting things right.

I6 Monitoring the School Anti-Bullying Policy

We will monitor the progress of our anti-bullying policy by regularly analysing:

- The numbers of incidents that are reported to staff, over a given period;
- The number of notes posted in a 'worry box';
- The number of incidents / alleged incidents in our bullying log;
- Pupils' perceptions of bullying in school, through pupil surveys, structured discussions in class and circle time;
- Improvement in attendance and / or academic performance of pupils involved in bullying incidents;
- The comments made by parents, visitors and other people connected with the school.

These will be regularly updated and made available to the Senior Learning Team and Governors.

I7 Evaluation of the Policy

We will use data and feedback from pupils, staff, parents and governors to review the policy and procedures. We will use the following criteria to evaluate the effectiveness of the policy:

- Does the policy give clear messages to all members of the school community about prevention, intervention procedures and practice?
- Do procedures and practices work effectively?
- Are intervention techniques appropriate and effective?
- Are all members of the school community fully aware of the policy?
- Are parents' / carers' responses increasingly positive and supportive?
- Has the policy reduced bullying behaviour, conflict and aggression?

I8 Ownership of this Policy

The policy applies to all members of the School community.

To all pupils whether temporarily or permanently on the school roll.

To all permanent and temporary staff and Governors.

And all parents, who have an active part to play in the development and maintenance of the policy...and in its success!

