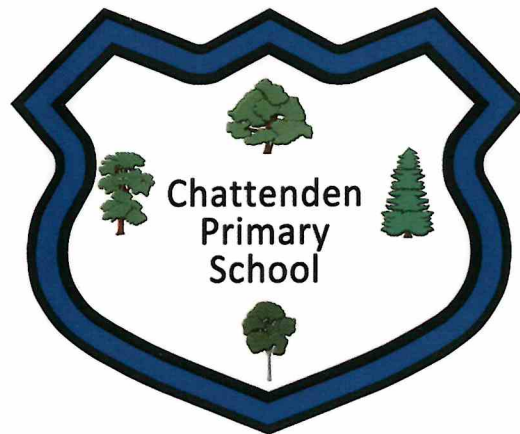


# Chattenden Primary School



## Anti-Bullying Policy

Our Core Value:

"Show Respect to All Pupils and Adults."

This document was approved and adopted by the Governing Body.

Dated: March 2023

Review Date: Every 3 years

Chair of Governors: Neil Shorthouse

Signature:  1<sup>st</sup> March 2023

## **Principles and Values:**

As a school we take bullying and its impact seriously. Pupils and parents/carers should be assured that known incidents of bullying will be responded to.

Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

This policy is based on DfE guidance "[Preventing and Tackling Bullying](#)" July 2017 and supporting documents. It takes into account the DfE statutory guidance "[Keeping Children Safe in Education](#)" The setting has also read [Cyberbullying: Understand, Prevent and Respond: Guidance for schools](#).

### **1) Policy objectives:**

- This policy outlines what Chattenden Primary School will do to prevent and tackle all forms of bullying.
- The policy has been adopted with the involvement of the whole school community.
- Chattenden Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

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

- This policy links with a number of other school policies, practices and action plans including:
  - Behaviour policy
  - Child Protection Policy
  - Curriculum Policies
  - Online Safety Policy

### **3) Links to legislation**

- There are a number of 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 Communication Act 1988
  - Public Order Act 1986

### **4) Responsibilities**

- It is the responsibility of:
  - The Principal to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the staff team has been identified to take overall responsibility.
  - School Governors to take a lead role in monitoring and reviewing this policy

- All staff, including Governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by the policy

## 5) 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 cyberbullying. This can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger through devices including phones, gaming websites, social media sites and apps, and sending offensive or degrading photos and videos.
- Bullying can be a form of child on child abuse and can be emotionally difficult; it can cause severe and adverse effects on children and adult’s emotional development

## 6) Forms of bullying covered by this policy

- Bullying can happen to anyone. Bullying can be based on any of the following things:
  - **Appearance or health conditions**
  - **Culture or class**
  - **Gender** (sexist bullying)
  - **Gender identity** (transphobic bullying)
  - **Race** (racist bullying)
  - **Related to another vulnerable group of people**
  - **Related to home or other personal situation**
  - **Religion or belief**
  - **Sexual orientation** (homophobic or biphobic)
  - **Special Educational Needs (SEN) or disability**

## 7) School Ethos

- Chattenden Primary School recognises that bullying, especially if left unaddressed, can have a devastating effect on individuals. It can create a barrier to learning and working and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our schools can help to create safe, disciplined environments, where all school users are able to fulfil their potential.
- Our Community:
  - Monitors and reviews our anti-bullying policy and practice on a regular basis
  - Supports staff to promote positive relationships, to help prevent bullying
  - Recognises that some members of our community may be more vulnerable to bullying and its impact than others; being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required

- Will intervene by identifying and tackling bullying behaviour appropriately and promptly
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy
- Requires all members of the community to work with the school to uphold the anti-bullying policy
- Reports back to parents/carers regarding concerns on bullying, dealing promptly with complaints
- Seeks to learn from good anti-bullying practice elsewhere
- Utilises support from the Local Authority and other relevant organisations when appropriate

## **8) 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
- 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 Principal or Deputy Designated Safeguarding Leads will interview all parties involved. This may initially take place through separate interviews, but may subsequently involve interviewing pupils together.
- The Designated Safeguarding Lead will be informed of all bullying issues where there are safeguarding concerns
- The school will inform parents/carers and other staff members where appropriate
- Sanctions (as identified within the school behaviour policy) and support for individuals 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
- Where the bullying takes place off school site or outside of normal school hours (including cyberbullying) the school will ensure that the concern is fully investigated within reasonable parameters and that parents/carers are informed.
- A clear and precise account of the incident will be recorded on appropriate forms, including actions taken and outcomes with reviews.

### **Cyberbullying**

During out of school hours, the responsibility lies with parents and carers to monitor instances of cyber-bullying.

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 targeted and work with the perpetrator to ensure it does not happen again
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying incidents for investigation
- Take all available steps where possible (and if the incident took place in school) 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 in accordance with the law such as mobile phones, in accordance with the law ( the [Education Act 2011](#) and the [Education Act 1996](#)) DfE ` [Searching screening and confiscation at school](#)' and DfE [Preventing and tackling bullying](#)'
  - 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
- Inform the police if a criminal offence has been committed
- Provide information to staff and pupils and parents regarding steps they can take to protect themselves online, including blocking, safe sites, disclosing private information

### **Supporting pupils**

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous support
- Offering an immediate opportunity to discuss their experience with their teacher, the designated safeguarding lead or a member of staff of their choice
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate
- Working towards restoring self-esteem and confidence
- Providing ongoing support; this may include working and speaking with staff, offering formal counselling, engaging with parents and carers
- Where necessary, working with the wider community and local/national organisations to provide further specialist advice and guidance. This could include support from Early Help or specialist children's services, or support through Child and Adolescent Mental Health Services (CAMHS)

Pupils who have perpetrated the bullying will be supported by:

- Discussing what happened, establishing the concern and ramifications and the need to change
- Informing parents/carers to help change the attitude and behaviour of the child
- Providing appropriate education and support regarding their actions
- If online, requesting that the content be removed and reporting accounts to the service provider
- Sanctioning in line with the school behaviour policy
- Where necessary, working with the wider community and local/national organisations to provide help and support
- Offering counselling and therapeutic work to support behaviour changes
- Agreed reparation between the two parties involved

### **Supporting adults**

- Chattenden Primary takes measures to prevent and tackle bullying among pupils, however, it is equally important to recognise that bullying of staff and parents, whether by pupils, parents or other staff members, is unacceptable

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, or a member of staff of choice
- Advising them to keep a record of the bullying as evidence
- Where bullying takes place outside of normal school hours or offsite (cyberbullying) the school will investigate within appropriate parameters
- The reporting of offensive or inappropriate behaviour to the proper authorities

Adults who have perpetrated the bullying will be supported by:

- Discussing what happened with a senior member of staff or Governor if appropriate
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures
- If online, requesting that the content be removed
- Instigating disciplinary, civil or legal action as appropriate

## 9) Preventing bullying

### Environment

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse)
- Openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender, sexuality or appearance/circumstance. Also children with different family situations, such as looked after children or young carers
- Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others
- Uphold the core values of Chattenden Primary school
- Be encouraged to use technology positively and responsibly
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice driven bullying
- Actively create safe spaces for vulnerable children and young people
- Celebrate successes and achievements to promote and build a positive school ethos

### Policy and support

The whole school community will:

- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns
- Regularly update and evaluate our practice 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
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the school's attention, which involves or effects pupils, even when they are not on school premises
- Implement appropriate disciplinary sanctions, the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied

### Education and training

The whole school community will:

- Train **all** staff to identify all forms of bullying and take appropriate action following the school's procedures

- Consider a range of opportunities and approaches for addressing bullying through the curriculum and other activities, such as: through displays, assemblies, peer support, school council
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self esteem

## **10) Involvement of pupils**

Chattenden Primary school will:

- Regularly canvas children's views on the extent and nature of bullying and how it is dealt with
- Ensure that all pupils know how to express worries and anxieties about bullying
- Ensure that all pupils are aware of the range of sanctions which may be applied against those who engage in bullying
- Involve pupils in anti-bullying campaigns in school and embedded messages in the wider school curriculum
- Publicise the details of support as well as external helplines and websites
- Offer support to pupils who have been affected by bullying in any way whether a victim or perpetrator

## **11) Involvement and liaison with parents and carers**

Chattenden Primary school will:

- Take steps to involve parents and carers at all stages
- Make sure that key information about bullying, including policies and named contacts, is available in a variety of formats
- Ensure parents know who to contact if they are worried about bullying and where to access independent advice
- Work with parents wherever possible to address issues outside the school grounds
- Encourage parents to role model positive behaviour for pupils, including monitoring online behaviour

## **12) Monitoring and review: putting policy into practice**

- the school will ensure that mechanisms are monitored and reviewed regularly and that policies are being applied
- any issues identified will be incorporated into the school's action plan/PSHE plan
- The Principal will be informed of any bullying concerns
- The named Governor for safeguarding will report annually to the Governing Body

## **Useful Links and supporting organisations**

- Anti-bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- 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)
- The BIG Award: [www.bullyinginterventiongroup.co.uk](http://www.bullyinginterventiongroup.co.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)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- DfE SEND Code of Practice: [www.gov.uk/government/publications/send-code-of-practice-0-to-25](http://www.gov.uk/government/publications/send-code-of-practice-0-to-25)
- Childnet International: [www.childnet.com](http://www.childnet.com)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
- Stop Hate: [www.stophate.org](http://www.stophate.org)
- Educate against Hate: [www.educateagainsthate.com](http://www.educateagainsthate.com)