

Anti-bullying Policy

'Let all that you do, be done in love' 1 Corinthians 16:14

Introduction

It is a government requirement that all schools have an anti-bullying policy. This policy reflects the guidance of DfES publications: Don't Suffer in Silence and Bullying – A Charter for Action.

This policy should be read alongside the SUAT Anti-Bullying Policy.

Aim

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied, and that staff are free from fear of bullying by pupils. Bullying is anti-social behaviour and affects everyone; it is unacceptable at school, and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to benefit from the opportunities available at school.

Throughout this policy the term 'parent' is used to mean a pupil's parent, carer or guardian.

Statutory duties of school

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Under the Education Inspections Bill 2006 the duties are extended to include preventing/responding to bullying that happens outside school, where it is reasonable to do so. Schools also have a duty to 'safeguard and promote the welfare of pupils' (Education Act 2002) and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004). Government guidance advises that the policy should also address the bullying of staff by pupils ('Safe to Learn' DCSF 2007).

Scope of this policy and links to other policies

This policy includes:

Bullying of pupils by pupils within school

Bullying of and/or by pupils outside of school, where the school is aware of it

Bullying of staff by pupils within or outside school

Allegations about bullying of pupils by staff will be dealt with under the school's Safeguarding Policy.

This policy has links to the following school policies and procedures:

Equality & diversity policy

Behaviour policy

E-safety policy

Acceptable use policy (internet safety)

Safeguarding (child protection) policy

Complaints procedure

Consultation

This policy has been developed in consultation with pupils, parent/carers, school staff and LAC (Governors). This included questionnaires and class discussions.

Definition

Staffordshire's definition of bullying is adopted from the Anti-Bullying Alliance: "Bullying is a subjective experience and can take many forms, making it extremely difficult to define. Children, young people and adults can instigate bullying. The nature of bullying is changing and evolving as technology develops."

Bullying is harmful to all involved.

It can be emotionally or physically harmful.

It is repetitive, wilful or persistent.

It is intentionally harmful.

It involves an imbalance of power.

Identifying and reporting concerns about bullying

All concerns about bullying will be taken seriously and investigated thoroughly. Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. School teaching and ancillary staff will be alert to the signs of bullying and act promptly and firmly in accordance to this policy. Pupils who are bullying others also need support to help them understand and change their behaviour. Pupils who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way. All pupils will be encouraged to report bullying by:

- Talking to a member of staff of their choice
- Talking to parents and/or carers as well as safe adults at home
- Contacting local and national support agencies for advice/support
- Staff who are being bullied will be encouraged to report it to the head teacher or chair of governors.

Parents will be encouraged to report concerns about bullying and to support the school in tackling it. Trying to resolve bullying directly with pupils or their families can lead to problems escalating.

Responding to reports about bullying – school

The school will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it.
- A clear account of the concern will be recorded and given to the Headteacher.

- The Headteacher will interview everyone involved and keep a detailed record. This will be held in line with the school's data protection policy/practice.
- Parents and other relevant adults will be kept informed.
- Where bullying occurs outside school, any other relevant schools or agencies will be informed about the concerns and any actions taken.
- Punitive measures will be linked to the school's behaviour policy used as appropriate and in consultation with all parties involved.

Pupils and Staff

Pupils and staff who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Providing reassurance that the bullying will be addressed
- Offering continuous support
- Restoring self-esteem and confidence
- The use of specialist interventions and/or referrals to other agencies eg. Educational psychology or the mental health support team where appropriate

Pupils who have been bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents to help change the attitude of the pupil
- The use of specialist interventions and/or referrals to other agencies where appropriate

The following disciplinary steps can be taken:

- Warnings to cease offending
- Consequences in line with the school behaviour policy
- Fixed-term suspension
- Permanent suspension

Parents

Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.

Where a pupil is involved in bullying others outside school eg. In the street or through the use of the internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone.

Referral of the family to external support agencies will be made where appropriate.

Preventative measures

The school will:

- Raise awareness of the nature of bullying through inclusion in PSHE, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour.
- Participate in national and local initiatives such as Anti-bullying week.
- Seek to develop links with the wider community that will support inclusive anti-bullying education.

Promotion of this policy

The policy and methods for reporting bullying concerns will be promoted throughout the school, for example information packs for new pupils and staff and through regular activities raising awareness with existing pupils and their families. This policy will be available for parents to read on the school website.

Monitoring, evaluation and review

A senior member of the school staff will be identified to lead on the implementation of the policy and act as the link person with the local authority. An annual report will be made to the LAC (Governors), including statistics about:

- The number of reported concerns
- Monitoring information about the pupils involved
- Motivations for bullying
- Actions taken and outcomes

Statistical information will be provided to the local authority as required. The school will review the policy annually and assess its implementation and effectiveness.

Reviewed by: Miss C. Phillips, Headteacher

Reviewed date: March 2023