

Policy No	Blisworth Community Primary School
Version No	(Anti-bullying Policy)



Anti-Bullying Policy

This section should be completed following ratification of the Policy:

Committee Ratifying Policy:	Date of meeting: September 2019
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	Name	Signature	Date
Chair of Committee's Approval			
Chair of Governor's Approval			
Recommended Review Date:	September 2021		

Ownership

Blisworth Community Primary School is a Local Authority School. It will be displayed on the policy list whether the policy is Local Authority adopted or school produced. The policy is issued by the Clerk, Cheryl Tomkinson, to whom any change requests or queries should be directed by emailing cheryl@plumtreecottage.co.uk.

Version Control

This document is issued and maintained in accordance with Blisworth Community Primary School's procedures. Any change to the document will increase its version number. It is the responsibility of the reader to check with the Clerk that this is a currently valid copy.

Version	Date	Description of Change	Changed By

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Mission

It is the right of all children to feel safe in school. All reported or witnessed bullying incidents will be treated seriously and responded to consistently. Intervention will support and empower pupils who experience it and strive to ensure children who bully understand the impact of their actions.

We aim to reduce and eradicate, wherever possible, instances in which pupils are subject to bullying in any form. We aim to establish appropriate means of providing after-care should an incident of bullying occur and ensure all stakeholders are aware of the policy and fulfil their obligations to it.

This policy should be read in conjunction with our Behaviour Policy, Child Protection Policy, Race Equality Policy and PSHE Policy. We also have a child friendly version of this policy.

What is bullying?

There is no single definition but is often understood to include behaviour which is intended to cause distress, is repeated, and where there is an imbalance of power between the perpetrator(s) and the recipient(s).

A more child-friendly definition has been developed by the Anti-Bullying Alliance: people doing nasty or unkind things to you on purpose, more than once, which is difficult to stop. In our child friend version of this policy it is referred to as STOP (Several Times On Purpose).

It should be noted that racist incidents are required to be defined by all schools as any incident which is perceived to be racist by the victim or any other person. Some incidents will constitute racist bullying but not all.

Bullying behaviour

This can include:

- Name-calling, taunting, mocking and making offensive comments
- Offensive graffiti
- Excluding people
- Gossiping and spreading hurtful or untruthful rumours
- Kicking, hitting, pushing
- Taking belongings
- Cyber bullying, usually via social media

Bullying can happen for many reasons. It can be related to the recipient's ethnic background, sexuality, disability, gender, physical appearance, social or economic status, age/maturity, home circumstances etc.

When dealing with the bullying, we consider the impact on the recipient – not just the intention of the perpetrator – when deciding whether to treat an incident as bullying. However, single incidents of hurtful behaviour may still leave the targeted pupil fearful of repetition and should always be addressed.

Roles and Responsibilities of Staff and Governors (which are in addition to those found in the Behaviour Policy)

All staff must act firmly against bullying, promoting the wellbeing and safeguarding of all pupils.

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Staff work hard to create an environment that is kind and respectful and where reporting incidents to staff is encouraged. Our Jigsaw PSHE provision supports this endeavour and staff model good behaviour and attitudes to children.

The child friendly version of this policy is discussed in class and is on display in all classes.

Staff will always step in to prevent, or interrupt, episodes of undesirable behaviour, including: being unkind, being racist, sexist or homophobic, being rude or aggressive, physically hurting others or damaging property.

All members of the school community receive training so they understand what constitutes bullying and are alert to signs that bullying is taking place. They will know what measures to take.

This policy will be reviewed by governors at least every two years and they will receive reports from headteacher on bullying in the school and actions taken to counteract it.

Pupils

It is important that pupils should:

Be involved in the development and reviewing of behaviour and anti-bullying policies and practice.

Learn about what constitutes bullying and what to do about it.

Learn about what constitutes victim behaviours and how to guard against adopting them.

Have opportunities to develop the skills to resist bullying and to deal with it by drawing on protective behaviours.

Be aware that knowing about bullying by others and not doing anything about it is unacceptable.

Know that telling is the correct action to take.

They will know that bullying via social media will be taken seriously.

Parents

Parents have a very important role. They should:

Discourage their children from bullying behaviour at school and elsewhere

Take an active interest in their children's school life and talk to them about friendships and time spent with others.

Contact their child's class teacher if they are worried that their child is being bullied or bullying others.

Demonstrate positive support for the school policies on behaviour and anti-bullying

Model appropriate behaviour at all times.

Report to the school any concerns regarding bullying.

Support the school to promote equality, celebrate difference and diversity and to challenge discrimination.

Responding to bullying Incidents

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 by the member of staff who has been approached or witnessed the concern. They will ensure the recipient is safe, gain an understanding of the situation and then discuss next steps with SLT (senior leadership team).

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- The incident will be thoroughly investigated.
- 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 Designated Safeguarding Lead (or one of the Deputy Designated Safeguarding Leads) will be informed of all bullying issues where there are safeguarding concerns.
- The school will inform other staff members, and parents/ carers, where appropriate.
- Consequences (as identified within the 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 (if a child is felt to be at risk of significant harm).
- 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. Appropriate action will be taken, including providing support and implementing consequences in school in accordance with the Behaviour Policy where appropriate.
- A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

Cyberbullying

When dealing with Cyberbullying, school may access the Childnet Cyberbullying guidance.

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 cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible 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 electronic devices, such as mobile phones, and asking parents/carers to look through the content of their child’s devices
 - Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.

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- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - advising those targeted not to retaliate or reply;
 - providing advice on blocking or removing people from contact lists;
 - helping those involved to think carefully about what private information they may have in the public domain.
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Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continued support.
- Offering an immediate opportunity to discuss the experience with their teacher, the Designated Safeguarding Lead, or another member of staff.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support which may include: working and speaking with staff, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through 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 helped by:

- Discussing what happened, establishing the concern 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 behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Providing consequences, in line with the Behaviour Policy.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate.