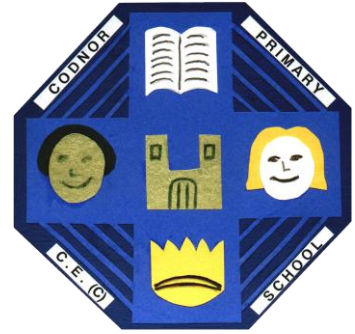


Codnor Community Primary School



Anti-Bullying Policy

May 2024

Mrs Rebecca Hibbitt
Assistant Headteacher

CODNOR COMMUNITY PRIMARY SCHOOL

Policy for Anti-Bullying

Introduction

The ethos of Codnor Community Primary School is such that all people who come into our school, whether staff, pupil, parent or visitor are treated with respect and are valued as individuals in their own right. The school completely rejects all forms of bullying and is committed to maintaining an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

This policy should be read alongside the school's behaviour policy.

This policy is based on DfE guidance 'Preventing and Tackling Bullying' at the address below:

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

Aims

This policy aims to:

- Define bullying.
- Outline school's response to allegations of bullying.
- Summarise the roles and responsibilities of different people in the school community with regards to bullying.
- Involve all members of the school in school's anti-bullying strategy.

Legislation and statutory requirements

There are several 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 Communications Act 1988
- Public Order Act 1986
- Section 175 of the Education Act 2002, which outlines a school's duty to safeguard and promote the welfare of its pupils

Links with other school policies and practices

This policy links with several school policies, practices and action plans including:

- Behaviour policy
- Complaints policy
- Child Protection policy
- Confidentiality policy
- Acceptable Use Policies (AUP)
- Curriculum policies, such as RSE/RSHE, PSHE, citizenship and computing

Definitions

- Bullying can be defined as “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 (‘cyberbullying’). This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children’s emotional development.
- Abuse is abuse and it should never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up.”
- We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.
- All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

Roles and responsibilities

The Governing Body is responsible for reviewing this policy in conjunction with the Headteacher and monitoring the policy’s effectiveness.

The Headteacher is responsible for communicating this policy to the entire school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably; and that members of the SLT have been identified to take overall responsibility.

All staff are responsible for:

- Implementing the anti-bullying policy consistently.
- Modelling positive behaviour.
- Ensuring the behaviour policy is implemented consistently.
- Recording bullying incidents (use of MyConcern).
- The senior leadership team will support staff in responding to bullying incidents.

Parents/carers are to support their children and work in partnership with the school by discussing any bullying concerns with the class teacher promptly, and then escalating their concern to members of the SLT if they feel the issue has not been resolved.

Pupils are expected to abide by the policy and report any concerns regarding bullying to a member of staff.

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 by the member of staff who has been approached or witnessed the concern.
- Act in line with our behaviour policy.
- 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.
- A member of the SLT will interview all parties involved.
- A DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and GDPR.
- Sanctions (as identified within the school behaviour policy) and support 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 of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, a DSL will collaborate with other schools.
- Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.
- A clear and precise account of bullying incidents will be recorded by the school using MyConcern. This will include recording appropriate details regarding decisions and action taken.

Responding to cyberbullying

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Act in line with school's behaviour policy.
- 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:
 - examining use of the school systems (e.g. through log files)
 - identifying and interviewing possible witnesses
 - contacting the service provider and the police, if necessary.
- Work with the individuals and service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - liaising with 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 and the school searching and confiscation policy (we use DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying guidance to ensure that the school's powers are used proportionately and lawfully)
 - requesting the deletion of locally-held content and content posted online if it contravenes school behaviour policies.
- Ensure that sanctions are applied to the person responsible for the cyberbullying in line with school's behaviour and discipline policy.
- 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.

Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing ongoing pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, a DSL, a member of the SLT, or another member of staff of their choice.
- Working towards restoring self-esteem and confidence.

- Providing ongoing support, which may include: working and speaking with staff, offering formal counselling, engaging with parents and carers, etc.
- 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 the Children and Young People's Mental Health Service (CYPMHS).

Supporting pupils who have perpetrated bullying

Pupils who have perpetrated bullying will be supported 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 the service provider.
- Sanctioning, in line with school's 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 the Children and Young People's Mental Health Service (CYPMHS).

Supporting adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

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

- Offering an immediate opportunity to discuss the concern with a member of the SLT.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Supporting adults who have perpetrated bullying

Pupils who have perpetrated bullying will be supported by:

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

Preventing bullying

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, e.g. friends falling out or a one-off argument. This is so that pupils are clear about the definitions of bullying. An annual 'anti-bullying week' is held to further raise awareness. E-safety is an important part of the curriculum and information for parents is included on the school website. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

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).
- Recognise the potential for children with SEND to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Openly discuss differences between people that could motivate bullying, such as children with different family situations (e.g. looked after children), those with caring responsibilities, those who have a protected characteristic.
- Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, 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 as necessary.
- Celebrate success and achievements to promote and build a positive school ethos.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to consider 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 affects pupils. This includes times when they are not on school premises (e.g. when using school transport or online, etc.)
- Implement appropriate disciplinary sanctions in line with school's behaviour policy. The consequences of bullying will reflect the seriousness of the incident so that others see that bullying is unacceptable and understand that they will be protected if bullying happens to them.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.
- Train all staff, including teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as through displays, assemblies, peer support, the school council, etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, e.g. during transition.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week.
- Provide systematic opportunities to develop pupils' social and emotional skills, including building resilience and self-esteem.

Involvement of pupils

We will:

- Involve pupils in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying.
- Regularly canvas children and young people's views on the extent and nature of bullying. This is consistently done with the pupil wellbeing questionnaire, with results monitored by the wellbeing team and the SLT.
- 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 engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

Involvement and liaison with parents and carers

We will:

- Take steps to involve parents and carers to ensure they are aware that the school does not tolerate any form of bullying.
- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers via the school website.
- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Promote the need for parents work with the school to role model positive behaviour for pupils, both on and offline.
- Provide parents/carers with access to school's complaints procedure.

Monitoring and evaluation

The Headteacher is responsible for the review, monitoring and evaluation of the Policy in consultation with the rest of the staff.

Policy review

A review of the Policy will take place in line with the School Improvement Plan.

Governor approval

Any amendments to the Policy will be presented to the Governors for approval at the next available meeting.

Mrs R. Hibbitt
Assistant Headteacher
May 2024