



Anti-Bullying

Key Document Details

School Name: Bowerhill Primary School

Version no: 1

Author: .

Owner: .

Approved by: .

Ratified date: November 2023

Interim review date: November 2024

Next review date: November 2025

Overview

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

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or through electronic means, and comes in many different forms:

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of internet, such as email & internet chat room misuse
- Mobile threats by text messaging & calls
- Misuse of associated technology, i.e. camera & video facilities

Any form of bullying will not be tolerated at Bowerhill Primary School.

Aims

This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it.

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through a clear school policy on Personal and Social Development.
- To show commitment to overcoming bullying by practising zero tolerance.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make children aware of their right to be safe and their responsibilities to ensure others feel safe.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

Whole School and Individual Staff Responsibilities

- Never ignore suspected bullying.
- Don't make premature assumptions.
- Listen carefully to all accounts and investigate as fully as possible.
- Adopt a problem-solving approach which moves pupils on from justifying themselves.
- Complete an incident record in CPOMS for recording bullying incidents and always report to the Safeguarding Team.
- Follow-up repeatedly, checking bullying has not resumed.
- Use of a range of teaching and learning styles and strategies which challenge bullying.
- Use interventions which are least intrusive and most effective.

Support for Parents

When parents raise a concern that their child is being bullied it is essential that this concern is taken seriously and not dismissed without further enquiries being made. The bullying incident will be reported using the schools CPOMS system straight after the meeting with the parent, so that there is a clear record of the concern and of immediate action to be taken by school staff.

Procedures and Recording

Recording incidents is vital as it allows school staff to identify patterns of behaviour, as often what is perceived initially to be a trivial incident, may be part of a number of incidents which are serious for the individual child.

The following steps will be taken when dealing with any incident:

- All reported incidents will be investigated immediately by the member of staff who has been approached or witnessed the incident.
- Listen to the child reporting the incident and make sure that they feel that their concerns are being taken seriously.
- Record the incident on CPOMS
- Check through to establish if there are any previous incidents involving the same children.
- If you feel that this is one of a number of incidents, or particularly severe, refer immediately to a member of the Safeguarding Team.
- If the incident is 'minor' and does not merit a referral, please make sure you deal with the incident effectively and in line with the positive behaviour policy.

Children must feel that their complaint has been dealt with properly. If you are unsure what to do, please seek advice.

Once a referral to the Safeguarding Team has been made, a thorough investigation of the incident involving all parties will be undertaken and recorded in writing onto CPOMS as actions to the original incident.

The Headteacher should always be made aware of any incidents which have been dealt with by the Safeguarding Team.

After the investigation has taken place, a decision should be made as to whether a case of persistent bullying is taking place. If this is the case, the parents of the perpetrator will be invited to discuss the situation with a member of the Safeguarding Team, as appropriate. Parents of the bullied child must be kept informed of the whole process and it is vital that they feel satisfied with the way the incident has been dealt with.

If an allegation of bullying is made by a parent, full written details should be taken and referred to the Safeguarding Team.

Support

Pupils who have been bullied will be supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff.
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil.

Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Incidents of bullying outside the school's premises

Although schools are not directly responsible for bullying off the school premises, we would still encourage victims "not to suffer in silence". Actions the school could take, if deemed appropriate, include:

- talking to the local police about the problems within the community
- talking to the schools, if appropriate, whose pupils are involved in bullying off the premises.

Bullying can also take place via text messages, WhatsApp, social media channels and other means of 'cyber communication'. This often happens out of school hours, but has implications for the parties involved when they are in school. We would always talk to pupils and parents about the issues and take their concerns seriously.

Incidents of Online Bullying

Bowerhill Primary School are committed to act on any Incident of online bullying, and reserve the right to act upon these as per section 89 clause 5 of the Education and Inspections Act 2006. This means that the school reserves the right to deal with any bullying incident that pertains to the school "to such extent as is reasonable", whether it is on the school premises or in the online world.

Definition

As there is no legal definition of bullying, for the purposes of this policy the school will use the following summary “The repeated use of electronic communication in any form, on any platform, which would cause harm or distress to another person.”

Children’s Rights Article 19 of the UNCRC: Children should be protected from being hurt or mistreated, in body or mind.

Statement of intent

The school will deal with any incidents on an individual case by case basis, using a set of sanctions that are proportionate to any behaviours demonstrated. The school will take into account:

- The context,
- The intention,
- The impact of

any incident before determining the response and actions to be taken. The school will allow a degree of flexibility in the application of actions e.g. a series of low level incidents would likely to be treated differently from persistent and more serious incidents.

Procedure

All incidents of online bullying should be logged and recorded on CPOMS and the Safeguarding Team notified, to identify any patterns of behaviour, in order to allow issues to be dealt with proactively and proportionately. Any incident should be reported to the Headteacher of the school. A written record of the incident should be made on CPOMS and then monitored by the Safeguarding Team of the school.

The Headteacher will consider the context, intention and impact of the incident, in order to determine the level of sanction put in place. Parents and carers from both parties must be informed and advised of any action that takes place. The Headteacher will decide on a sanction which is proportionate to the incident.

Child on Child Abuse

See also pages 13-14, 43-44, Part 5 KCSIE (page 111+)

We recognise that children are capable of abusing other children. This can happen both inside and outside of school and online. A child may not find it easy to report child-on-child abuse and we recognise that they might show signs or act in ways that they hope an adult will notice, including a change in behaviour. Even if there are no reported cases of child-on-child abuse, we recognise that abuse may still be taking place but not being reported. We understand that the pupil who is perpetrating the abuse may also be at risk of harm and we will make every effort to ensure that the perpetrator is supported appropriately.

Procedures in place to minimise the risk

- The school's ethos encourages pupils to raise concerns with staff, knowing that they will be listened to, believed and valued. (For example, through lessons, displays in the school, posters advertising helplines eg Childline.)
- Systems are in place for pupils to confidently report abuse, knowing their concerns will be taken seriously. We deliver a Relationships Education and Health Education curriculum in line with the DfE statutory guidance. This develops pupils' understanding of healthy relationships, acceptable behaviour and keeping themselves safe. This curriculum is broad, balanced and covers a range of safeguarding themes. It is progressive across the year groups. Bowerhill Primary School uses Dimensions 3D PSHE Programme to support the teaching of this.
- Staff receive regular training to ensure they know the signs and indicators which may suggest a pupil is at risk of child-on-child abuse and understand their role and responsibilities to report to the safeguarding team as soon as possible.
- Our school has a zero-tolerance approach to abuse and regular staff training ensures that incidents of child-on-child abuse are never passed off as 'banter', part of growing up or 'boys being boys'. All incidents of child-on-child abuse are reported to the safeguarding team.
- The school has a behaviour policy in place which is regularly reviewed and sets out the expectations about appropriate behaviour. Our policy makes clear that child-on-child abuse is not acceptable, will never be tolerated and is not an inevitable part of growing up.

Policies in Conjunction with this Anti-Bullying Policy

School Behaviour Policy – updated in September 2024

Safeguarding Policy – updated in September 2024

Monitoring, Evaluation and Review of this policy will take place annually as part of the Safeguarding programme.