



Devonshire Primary Academy Anti-Bullying Policy



Adopted by Governors/HT: HT
Implementation date: Feb 2017
Review period: Annually
Last review date: Mar 2025
Person responsible for policy: Deputy Headteacher

Statement of Intent

Devonshire Primary Academy believes that all pupils are entitled to learn in a safe and supportive environment; this means being free from all forms of bullying behaviour. This policy outlines how instances of bullying are dealt with, including the procedures to prevent occurrences of bullying.

These strategies, e.g. learning about tolerance and difference as part of the school's curriculum, aim to promote an inclusive, tolerant and supportive ethos at the school.

The Education and Inspections Act 2006 outlines several legal obligations regarding the school's response to bullying. Under section 89, schools must have measures in place to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures are part of the school's Behaviour Policy, which is communicated to all pupils, school staff and parents.

All staff, parents and pupils work together to prevent and reduce any instances of bullying at the school. There is a zero-tolerance policy for bullying at the school.

What is bullying?

For the purpose of this policy, 'bullying' is defined as persistent behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another person or group.

Bullying is generally characterised by:

- **Repetition:** Incidents are not one-offs; they are frequent and happen over an extended period of time.
- **Intent:** The perpetrator means to cause verbal, physical or emotional harm; it is not accidental.
- **Targeting:** Bullying is generally targeted at a specific individual or group.
- **Power imbalance:** Whether real or perceived, bullying is generally based on unequal power relations.

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 or focussing on sexuality
- **Verbal** name-calling, sarcasm, spreading rumours, teasing
- **Cyber** All areas of internet usage, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities

Objectives of this Policy

- To ensure that everyone in the school community understands what bullying is and how the school will deal with incidences of bullying.

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- To ensure staff understand their role in preventing and responding where a child is at risk (especially regarding peer-on-peer abuse).
- To develop a listening caring ethos at Devonshire Primary Academy where any form of bullying is not tolerated and dealt with in the appropriate manner.
- To encourage discussion and not make premature assumptions, fostering a problem-solving approach.
- The staff is made aware of the anti-bullying policy by the Senior Leadership Team and has access to where the policy is kept.
- Explore issues through the curriculum by PSHE, assemblies and Anti-bullying week.
- Support the bully and the victim in modifying behaviour.

Procedures for Dealing with Bullying

The school will clearly communicate a whole-school commitment to addressing bullying and have a clear set of values and standards which will be regularly promoted across the whole school.

All members of the school will be made aware of this policy and their responsibilities in relation to it. All staff members will receive training on identifying and dealing with the different types of bullying.

Preventative measures:

- Creating a telling culture. All children are taught to tell someone they trust if they are being bullied or know someone that is being bullied.
- Clear expectations of the Academy's zero tolerance approach to bullying.
- Anti-bullying discussed in assemblies and PSHE throughout the year.
- All types of bullying discussed as part of the relationships and health education curriculum, in line with the Relationships and Health Education Policy.
- Staff training on identifying and dealing with bullying.
- Support packages developed for victims and bullies which may involve the assistance of external agencies.
- A clear ethos that we are responsible for creating a non-bullying culture.

The curriculum will explore and discuss issues at age-appropriate stages such as:

- Healthy and respectful relationships.
- Boundaries and consent.
- Stereotyping, prejudice and equality.
- Body confidence and self-esteem.
- How to recognise abusive relationships and coercive control.
- Harmful sexual behaviour, the concepts involved and why they are always unacceptable, and the laws relating to it.

Dealing with incidents of bullying:

Reporting bullying is the responsibility of all members of Devonshire Primary Academy and its community.

Bullying can be reported to any member of staff. It will be dealt with respectfully, considerately, consistently and in a non-judgemental way.

- Staff members who witness or are informed of a suspected bullying incident must report it to a member of SLT and log the account on CPOMS.
- Bullying accusations made by parents will be passed to a member of SLT. Parents to be informed that the incident will be investigated and the outcome shared with them.
- A member of the behaviour team will lead an investigation to establish whether the incident is bullying.
- The behaviour policy will be followed and consequences administered if appropriate.
- If bullying has occurred, a bullying incident report form will be completed by the lead investigator and filed within the anti-bullying folder.
- Parents of the bullied and the bullying children will be informed.
- Bullying incidents are reported termly to the Local Governing Board.
- Devonshire Primary Academy accepts that any child could display bullying behaviour and as a school we have a moral imperative to help those doing so to change their behaviour.
- If necessary and appropriate, external agencies will be consulted to provide support.

Roles and Responsibilities

The local governing board is responsible for:

- Evaluating and reviewing this policy to ensure that it does not discriminate against any pupils on the basis of their protected characteristics or backgrounds.
- The overall implementation and monitoring of this policy.
- Ensuring that all governors are appropriately trained regarding safeguarding and child protection at induction.
- Ensuring that the school adopts a tolerant and open-minded policy towards difference.
- Ensuring the school is inclusive.
- Analysing any bullying data to establish patterns and reviewing this policy in light of these.
- Ensuring the DSL has the appropriate status and authority within the school to carry out the duties of the role.
- Appointing a safeguarding link governor who will work with the DSL to ensure the policies and practices relating to safeguarding, including the prevention of cyberbullying, are being implemented effectively.
- Ensuring that pupils are taught how to keep themselves and others safe, including online.

The Headteacher is responsible for:

- Reviewing and amending this policy, accounting for new legislation and government guidance, and using staff experience of dealing with bullying incidents in previous years to improve procedures.
- Keeping a Bullying Report Form of all reported incidents, including which type of bullying has occurred, to allow for proper analysis of the data collected.
- Analysing the data in the bullying record at termly intervals to identify trends, so that appropriate measures to tackle them can be implemented.
- Arranging appropriate training for staff members.

Teachers are responsible for:

- Being alert to social dynamics in their class.
- Being available for pupils who wish to report bullying.
- Reporting the incident to the behaviour group through CPOMS.
- Providing follow-up support after bullying incidents.
- Being alert to possible bullying situations, particularly exclusion from friendship groups, and informing the behaviour team of such observations.
- Refraining from stereotyping when dealing with bullying.
- Understanding the composition of pupil groups, showing sensitivity to those who have been the victims of bullying.
- Reporting any instances of bullying once they have been approached by a pupil for support.
- Supporting the Academy ethos of zero tolerance to bullying.

The Behaviour team are responsible for:

- Monitoring and analysing incidents on CPOMS.
- Investigating suspected bullying incidents.
- Supporting victims of bullying.
- Implementing any further action to prevent it recurring.

Parents are responsible for:

- Informing their child's teacher if they have any concerns that their child is the victim of bullying or involved in bullying in anyway.
- Being watchful of their child's behaviour, attitude and characteristics and informing the relevant staff members of any changes.

Pupils are responsible for:

- Informing a member of staff if they witness bullying or are a victim of bullying.
- Not making counter-threats if they are victims of bullying.
- Walking away from dangerous situations and avoiding involving other pupils in incidents.
- Keeping evidence of cyberbullying and informing a member of staff should they fall victim to cyberbullying.
- Other forms of bullying which are illegal and should be reported to the police include violence or assault, theft, repeated harassment or intimidation, and hate crimes.