



I CARE

Anti-Bullying
Policy 2022

To be reviewed Sept 2024

At Duke Street Primary School, we aim to provide an environment where all individuals have the right to develop their skills and knowledge in a safe, secure and supportive environment, free from intimidation, prejudice or discrimination of any kind. This policy covers the anti-bullying procedures at our school and applies to all members of our school community and has been written using guidance from:

- [Behaviour and discipline in schools](#)
- [The Equality Act 2010](#)
- [Keeping Children Safe in Education](#)

Aim of Policy

The purpose of the anti-bullying policy is to ensure that our 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. The school community has a responsibility to respond quickly and effectively to issues of bullying and this policy outlines the procedures that must be adhered to.

Statement of Intent

It is our intent to ensure the school community works collaboratively to create a welcoming, safe environment where relationships are based on respect and developing positive self-esteem in everyone. We aim to provide a secure, nurturing environment, where children are able to learn without fear of being bullied. Expectations for classrooms and around school are that they should be conducive to learning and encourage staff, pupils, parents and visitors to work alongside each other in a positive atmosphere where everyone feels valued. If bullying does occur, we aim to deal with incidents quickly and effectively.

Definition of bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
TYPE OF BULLYING	DEFINITION
Prejudice-based and discriminatory, including: <ul style="list-style-type: none">• Racial• Faith-based• Gendered (sexist)• Homophobic• Transphobic• Disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps/via mobile phones or gaming sites

Zero-tolerance approach to sexual harassment and sexual violence

The school will ensure that all incidents of sexual harassment and/or violence are met with a suitable response, and never ignored.

Pupils are encouraged to report anything that makes them uncomfortable, no matter how 'small' they feel it might be. All reports will be recorded on CPOMS.

The school's response will be:

- Proportionate
- Considered
- Supportive
- Decided on a case-by-case basis

The school has procedures in place to respond to any allegations or concerns regarding a child's safety or wellbeing. These include clear processes for:

- Responding to a report
- Investigating the incident
- To help determine whether to:
 - Manage the incident internally
 - Refer to early help
 - Refer to children's social care
 - Report to the police

Please refer to our Child Protection and Safeguarding Policy for more information.

What bullying isn't

It is not the odd occasion falling out with friends, name calling, arguments, or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise they are dealt with seriously, but it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Responsibilities

Everyone involved in the life of the school must take responsibility for promoting a consistent anti-bullying approach, making it clear that any form of bullying or intimidation is unacceptable. Everyone in the school community is responsible for ensuring that the school expectations are adhered to. Everyone is expected to be vigilant and to report any incidents of bullying or intimidation in line with the agreed procedures.

Co-Head teachers

The role of the Co-Head teachers is to ensure all staff are following the guidelines of the anti-bullying policy and they are adequately supported to allow them to do this. It is the responsibility of the Co-Head teachers to deal with any inappropriate behaviour by staff or visitors in the school. The Head teacher should be fully informed on matters concerning bullying and regularly monitor incident reports and actions taken and evaluate the effectiveness of this policy.

Staff

Staff are expected to provide an effective teaching environment for children where they are able to learn without fear of bullying. They are expected to model and promote positive behaviour, emphasising the importance of celebrating achievements and valuing others. Staff must make clear that bullying is unacceptable and will not be tolerated and ensure children understand the consequences of any bullying behaviour. It is the responsibility of all staff be vigilant and to deal quickly and effectively with any issues. Consistent procedures applied by all staff, including non-teaching staff, is vital and all staff must follow the anti-bullying policy guidelines.

Any staff member who is aware of an adult in the school community involved in bullying other adults or children is expected to report this.

Parents/carers

It is important for all adults, including parents/carers and visitors, to model positive behaviour at all times. Parents/carers are expected to work in partnership with staff to make it clear to children that the school does not tolerate bullying. If a member of school staff has concerns about a child's behaviour, parents will be contacted. It is the expectation that parents and carers will fully support the school's actions if their child is involved in bullying behaviour.

If parents have any concern about their child may be being bullied, they are expected to report this to the class teacher. **Approaching or accusing pupils or other parents is unacceptable.**

Any parent who is aware of an adult in the school community involved in bullying other adults or children is expected to report this.

Reporting and Recording

Bullying allegations can come from a number of different sources including from the child, child's friends, parent/carer or staff member. All allegations will be listened to and taken seriously.

The following steps will be taken when dealing with incidents:

- If bullying is suspected, the incident will be investigated and dealt with immediately by the most appropriate member of staff, usually the class teacher in the first instance.
- A clear account of any bullying incidents will be recorded on CPOMS and the Co-Head teachers and DSL will be alerted. Records will be shared with future schools.
- An appropriate member of staff will interview all concerned and records logged onto CPOMS, including records of any actions taken.

Each case will be dealt with individually, with the Co-Head teachers ensuring that the member of staff dealing with the situation does the following:

- Keeps the children involved informed
- Keeps the class teachers informed
- Contacts parents and has any relevant meetings between staff and parents
- Sanctions will be used as appropriate, in line with the behaviour policy
- The incidents will be recorded on CPOMS

Pupils

The appropriate member of staff needs to ensure the needs of the victim are met, as well as the pupil who has bullied.

Pupils who are victims of bullying will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff.

- Reassuring the pupil
- Offering continuous support – involvement of a named adult and regular check ins
- Assertiveness training where appropriate
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why they became involved
- Establishing the wrong doing and need to change behaviour/attitude
- Informing parents/carers to help change the attitude of the pupil
- Receiving ongoing support for behaviour
- Acknowledging the feelings of the victim

Each year, records of incidents will be reviewed with reference to this policy to ensure that procedures are effective.

Pupil expectations

Pupils are expected to follow our school expectations and do as they have been asked straight away. They should be kind and respectful to others at all times. Pupils should follow our behaviour system and treat other pupils and adults with respect. Pupils should look after themselves and the school and if they need help then to speak to an adult in school.

Sanctions

A number of sanctions are available as a deterrent or consequence for bullying. These may include:

- Reflection time – This takes place in nurture and will involve a restorative conversation.
- Behaviour rota
- Exclusion from certain areas of the school premises
- Close monitoring
- Persistent or severe cases can lead to a fixed term exclusion being applied

Preventing Bullying

The school actively promotes a welcoming caring environment in which children and adults can work. It supports the building of positive relationships and does not tolerate any form of bullying in school community.

Strategies adopted by the school to support this include:

- Promotion of the school values, including community and empathy.
- Raising awareness of online safety through assemblies and class lessons, including social media
- The use of assemblies to raise awareness
- Participation annually in 'Anti-Bullying Week' activities

- Curricular approaches to anti-bullying, through PSHE.
- Co-operative group work and Circle Time
- Clear, consistent school expectations shared with children and parents
- Consultation with the school council
- Policy published on the web site to keep parents informed
- Playtime and lunchtime activities offered to encourage cooperative play
- Positive rewards

Incidents involving bullying may occur on the way to and from school, outside the school hours or off the premises. All members of the school community affected by such incidents have a responsibility to report them following the guidance of this Anti-Bullying Policy.

Links with other policies

This Anti-Bullying Policy is linked to our:

- Child protection and safeguarding policy
- Behaviour policy
- Online Safety Policy
- Staff Code of Conduct
- Whistleblowing Policy