Eastry Church of England Primary School

Anti-Bullying Policy

Key Contact Personnel

Nominated Member of Leadership Staff Responsible for the policy:

Designated Safeguarding Lead
Kate Plant, Assistant Headteacher

Other Designated Safeguarding Leads
Kate Espley, Headteacher
Tracey Thomas, Family Liaison Officer
Nicola Mellett, Assistant Headteacher

Kelly Foley, Class Teacher with responsibility for e safety

Named Governor with lead responsibility: Rita Smith

Date written: October 2019

Date agreed and ratified by Governing Body: 9 October 2019

Date of next review: October 2020

This policy will be reviewed <u>at least</u> annually, and following any concerns and/or updates to national/local guidance or procedures

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School Vision and Values

Our school family is committed to sustaining and growing a nurturing, learning community. We strive to promote a welcoming and open ethos to ensure all feel happy, safe and respected. We value each member of our community as unique individuals where all are encouraged and inspired to fulfil their potential as God intended.

School statement on bullying

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

Aims and purpose of the policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

This policy links with several school policies, practices and action plans including:
- Behaviour and discipline policy
- Complaints policy
- Child protection policy
- Confidentiality policy
- Online safety and acceptable use policy (AUP)
- Curriculum policies, such as PSHE, Citizenship and computing

1. Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

The nature of bullying can be:
- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion

- Persistent Bullying

Bullying can be based on any of the following things:
- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people such as those with Special Educational Needs or Disability (SEND)

2. Reporting bullying

Children who feel that they are being bullied are encouraged to speak to any member of staff about how they are feeling. They may also tell a peer who should report the concern to a member of staff.

Adults who feel that they have been subjected to bullying in the workplace or outside of normal school hours should report these concerns to their line manager or to a senior member of staff. It is advised that a record is kept of any incidences as evidence.

Reporting- roles and responsibilities

- Staff: all staff have a duty to challenge bullying, including HBT (homophobic, biphobic and transphobic) bullying and language and report bullying and be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying. Staff will recognise that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND.

- Senior staff: The Senior Leadership team and the head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.

- Parents/carers: Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying.

  Parents should in the first instance contact the school in person and speak to their child's class teacher or they can call the school office to speak to a member of the senior leadership team. They are also welcome to email the school.

- Pupils: Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying- they should offer support to the victim and encourage them to report it.

3. Responding to bullying

- The following steps may be taken when dealing with all incidents of bullying reported to the school:

- o 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.
- o 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.
- o The headteacher, Designated Safeguarding Lead (DSL) or another member of leadership staff will interview all parties involved.
- o The DSL will be informed of all bullying issues where there are safeguarding concerns.
- o The school will speak with and inform other staff members, where appropriate.
- o The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- o Sanctions, as identified within the school behaviour policy and support will be implemented in consultation with all parties concerned.
- o 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.
- o 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, the 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.
- o A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

4. Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on my Concern and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

5. Prejudice based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the Head teacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

6. School strategies to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- We use a pupil-friendly anti-bullying policy to ensure that all pupils understand the policy and know how to report bullying. This can be found on our school website.
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- All staff challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect for others.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly.
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.
- Celebrate success and achievements to promote and build a positive school ethos.

7. Training

The Head teacher is responsible for ensuring that all school staff receive regular training on all aspects of the anti-bullying policy.

Monitoring the policy

The inclusion lead is responsible for monitoring the policy on a day-to-day basis. The inclusion lead is responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

8. Evaluating and reviewing

The Headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed.

The policy is reviewed every 12 months, in consultation with the whole school community including staff, pupils, parents, carers and governors.

Date of Last review: October, 2019

Headteacher signed: _____   Date: _____

Chair of governors signed: _____   Date: _____