



Pool House C P School

Anti-Bullying Policy

Definition of Bullying

- 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, sometimes called online or 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.

Links to legislation

- 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):
 - o The Education and Inspection Act 2006, 2011
 - o The Equality Act 2010
 - o The Children Act 1989
 - o Protection from Harassment Act 1997
 - o The Malicious Communications Act 1988
 - o Public Order Act 1986

Links with other school policies and practices

- This policy links with several school policies, practices and action plans including:
 - o Behaviour and discipline policy

- o Complaints policy
- o Child protection policy
- o Confidentiality policy
- o Online safety and Acceptable Use Policies (AUP)
- o Curriculum policies, such as: PSHE, citizenship and computing
- o Mobile phone and social media policies
- o Searching, screening and confiscation policy

Forms and types of bullying covered by this policy

- Bullying can happen to anyone. This policy covers all types and forms of bullying including:
 - o Bullying related to physical appearance
 - o Bullying of young carers, children in care or otherwise related to home circumstances
 - o Bullying related to physical/mental health conditions
 - o Physical bullying
 - o Emotional bullying
 - o Sexual bullying
 - o Bullying via technology, known as online or cyberbullying

Prejudicial bullying (against people/pupils with protected characteristics):

- Bullying related to race, religion, faith and belief and for those without faith
- Bullying related to ethnicity, nationality or culture
- Bullying related to Special Educational Needs or Disability (SEND)
- Bullying related to sexual orientation (homophobic/biphobic bullying)
- Gender based bullying, including transphobic bullying
- Bullying against teenage parents (pregnancy and maternity under the Equality Act)

Aims

- to create a whole school ethos which encourages children to disclose and discuss incidences of bullying behaviour
- to raise awareness of bullying as a form of unacceptable behaviour with school management, teachers, pupils, parents/Carers and the wider community
- to develop procedures for noting and reporting incidents of bullying behaviour

- to develop procedures for investigating and dealing with bullying behaviour
- to develop a programme of support for those affected by bullying behaviour and for those involved in bullying behaviour.

Procedures for Noting and Reporting Bullying Behaviour

1. **ALL** reports of bullying, no matter how trivial, will be investigated and dealt with by support staff, class teachers or the headteacher. In this way pupils will gain confidence in 'telling'. This confidence factor is of vital importance.
2. Serious cases of bullying will be dealt with by the headteacher.
3. Parents/carers of victims or bullies will be informed immediately of serious incidents and given the opportunity to discuss the matter. Help and support will be offered to parents/carers to help them support their child.
4. All members of staff, including welfare staff, site staff etc, will be encouraged to report any incidents of bullying behaviour witnessed by them, to the teaching staff.
5. In the case of a complaint regarding a staff member, this should be raised with the headteacher. Complaints in relation to the headteacher should be raised with a member of the governing body.
6. Where complaints have not been satisfactorily resolved, the matter should then be referred to the Chair of the Governing Body.
7. If complaints are still unresolved the matter should then be referred to the Local Authority.

Procedures for Investigating and Dealing with Incidents of Bullying

Members of staff will do their utmost to take a calm, unemotional problem solving approach when dealing with incidents of bullying behaviour. When dealing with an incident the member of staff will speak separately to those involved in an attempt to get to the bottom of what has happened. Discussion will be conducted with sensitivity and with due regard to the rights of all concerned. Pupils who are not directly involved may also be asked to provide relevant information.

1. When investigating incidents of bullying behaviour, the teacher will seek answers to questions of what, where, when and why in a calm manner, setting an example of dealing effectively with the conflict in a non aggressive manner.
2. If a group of pupils is involved, each pupil will be spoken to individually and will then come together as a group. Each pupil will be asked for

his/her account of what happened to ensure that everyone is clear about what the others have said. Other pupils may also be asked about the incident to get a clearer picture.

3. Incidents of one off aggression will be dealt with as the member of staff feels appropriate. Recurring incidents of bullying will be referred to the headteacher who will then contact the parents/carers of both or all pupils involved.
4. If it is felt necessary, follow up meetings may be held in order to monitor the situation.
5. A number of school staff have been trained in Restorative Justice Practices and Approaches and these will be used whenever possible and appropriate.

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