EARL STERNDALE CE PRIMARY SCHOOL

Anti-Bullying Policy

Review Date	Changes Required	Name & Position
17.11.25	None	Sarah Humpleby
18.9.26	None	Sarah Humpleby

This policy is based on DfE guidance "*Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies*", July 2017 and schools should read this guidance: https://www.gov.uk/government/publications/preventing-and-tackling-bullying

Objectives of this Policy

At Earl Sterndale School we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential.

We would expect pupils to feel safe in and out of school, including an understanding of the issues relating to safety, such as bullying. We also want them to feel confident to seek support from school should they feel unsafe.

This policy outlines what Earl Sterndale School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community, and we are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people, will be tolerated. It sits in line with our Behaviour and Discipline Policy.

Our school community

This policy was formulated in consultation with the whole school community with input from members of staff, governors, parents/carers, children and young people, and other partners (extended schools, visiting external providers in school and external providers off site).

We will try to ensure that the whole school community:

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis;
- Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly;
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy;
- Reports back to parents / carers regarding their concerns on bullying and deals promptly with complaints. Parents / carers in turn work with the school to uphold the anti-bullying policy;

Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

Definition of bullying

'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally' from Safe to Learn: embedding anti bullying work in schools (2007).

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent - if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required.

Bullying can include: name calling; taunting; mocking; making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups; threatening and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, instant messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

Forms of bullying covered by this policy

Bullying can take place between:

- Young people;
- Young people and staff;
- Staff;
- Individuals or groups;
- Certain groups of pupils are known to be particularly vulnerable to bullying by others such as pupils with special educational needs such as learning or physical disabilities; young carers, Looked After children, those from ethnic and racial minority groups and those young people who may be perceived as lesbian, gay, bi-sexual, transgender or questioning their gender role.

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture;
- Bullying related to SEND (Special Educational Needs or Disability);
- Bullying related to appearance or physical/mental health conditions;
- Bullying related to sexual orientation (homophobic and biphobic bullying);
- Bullying of young carers, children in care or otherwise related to home circumstances;
- Sexist, sexual and transphobic bullying;
- Bullying via technology –"cyberbullying".

Preventing, identifying and responding to bullying

The school community will aim to:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all;
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying;
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience;
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns;
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others;
- Consider all opportunities for addressing bullying in all forms throughout the curriculum, supported with a range of approaches such as displays, assemblies, peer support etc;

- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour;
- Train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) and pastoral staff to identify all forms of bullying and to follow the school policy and procedures (including recording and reporting incidents);
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring;
- Actively create "safe spaces" for vulnerable children and young people;
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied;
- Work with other agencies and the wider school community to prevent and tackle concerns;
- Celebrate success and achievements to promote and build a positive school ethos;
- Provide all necessary training;
- Be encouraged to use social media responsibly.

Reporting and Responding to Bullying

Our school has clear and well publicised systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders):

- Pupils should report bullying to any adult in school;
- Parents / carers should inform staff of any bullying they may have witnessed or been made aware of;
- All staff and visitors should report any bullying to a member of staff;
- Anyone (child or adult) who witnesses bullying as a by-stander should feel comfortable and safe to report the incident to a member of staff.

Procedures

All reported incidents will be taken seriously and investigated involving all parties. If the situation demands we will:

- Interview all parties to ascertain each person's perspective;
- Inform parents;
- Consider a range of responses;
- Refer to the Behaviour and Discipline Policy;
- Monitor and follow up;
- Support the victim and the bully;

- Involve the Police or other external agencies.

Involvement of pupils

To ensure our pupils feel involved and can take ownership of this policy and our school approach to anti-bullying we will:

- Regularly canvas children and young people's views on the extent and nature of bullying;
- Ensure that all pupils know how to express worries and anxieties about bullying;
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying;
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum;
- Publicise the details of help lines and websites;
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have;
- Promote our 'Respect Policy' termly and display it around school.

Liaison with parents and carers

To ensure we have the support of parents / carers we will:

- Make sure that key information (including policies and named points of contact) about bullying is available to parents / carers in a variety of formats in school and on the website;
- Ensure that all parents/carers know who to contact if they are worried about bullying;
- Ensure all parents/carers know about our complaints procedure and how to use it effectively and that the procedure is regularly updated on the school website;
- Ensure all parents / carers know where to access independent advice about bullying;
- Work with all parents / carers and the local community to address issues beyond the school gates that give rise to bullying;
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

Links with other school policies and practices

This policy links with a number of other school policies, practices and action plans including:

- Behaviour and Discipline Policy;

- School Development Plan;
- SEND Policy;
- Equality Policy;
- Complaints Policy;
- Safeguarding and Child Protection Policies;
- Confidentiality Policy;
- e-Safety (Online Safety) and Acceptable Use Policies (AUPs);
- Curriculum policies such as PSHE and Citizenship and Computing;
- Mobile phone and social media policies;
- Searching and Confiscation Policy.

Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal law. These may include:

- The Education and Inspection Act 2006, 2011;
- The Equality Act 2010;
- The Children Act 1989;
- Protection from Harassment Act 1997;
- The Malicious Communications Act 1988;
- Public Order Act 1986;
- The Computer Misuse Act 1990.

Roles and Responsibilities

The head teacher has overall responsibility for the policy and its implementation and liaising with the governing body, pupils, parents/carers, LA and outside agencies.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy;
- Governors, the head teacher, teaching and non-teaching staff to be aware of this policy and implement it accordingly;
- The head teacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably;
- Staff to support and uphold the policy;
- Parents/carers to support their children and work in partnership with the school;
- Pupils to abide by the policy.
- The Governors with lead responsibility for this policy at time of writing are Margaret Smith / Angela Campeau.
- The member of staff with lead responsibility for this policy is the head teacher.

11) Monitoring & review, policy into practice

This policy will be monitored and reviewed annually.

The named Governors for bullying will report on a regular basis to the Governing Body on incidents of bullying and outcomes. The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the school's action planning.

Supporting Organisations and Guidance

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", July 2017 https://www.gov.uk/government/publications/preventing-and-tackling-bullying

DfE: "No health without mental health": https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

Cyberbullying

Childnet International: www.childnet.com

Digizen: www.digizen.org

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk

LGBT

EACH: www.eachaction.org.uk

Pace: www.pacehealth.org.uk

Schools Out: www.schools-out.org.uk

Stonewall: www.stonewall.org.uk

SEND

Changing Faces: www.changingfaces.org.uk

Mencap: www.mencap.org.uk

DfE: SEND code of practice: https://www.gov.uk/government/publications/send-code-of-practice-0-to-25

Racism and Hate

Anne Frank Trust: www.annefrank.org.uk

Kick it Out: www.kickitout.org

Report it: www.report-it.org.uk

Stop Hate: www.stophateuk.org

Show Racism the Red Card: www.srtrc.org/educational

Additional Content

Dealing with Incidents

The following steps may be taken when dealing with incidents:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached;

A clear and precise account of the incident will be recorded and given to the head teacher;

The head teacher will interview all concerned and will record the incident and, if necessary, involve the Governors responsible for anti-bullying;

Teachers will be kept informed;

When responding to cyberbullying concerns the school will take all available steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary. The police will need to be involved to enable the service provider to look into the data of another user;

Where the bullying takes place outside of school hours then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour and discipline policy, though the school cannot take responsibility for incidents out of school hours;

Parents/carers will be kept informed;

Sanctions will be used as appropriate and in consultation with all parties concerned;

If necessary and appropriate, the police or other local services will be consulted.

Supporting Pupils

Pupils who have been bullied will be supported by:

Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice;

Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate;

Reassuring the pupil and providing continuous support;

Restoring self-esteem and confidence;

Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Pupils who have bullied will be helped by:

Discussing what happened and establishing the concern and the need to change;

Informing parents / carers to help change the attitude and behaviour of the child;

Providing appropriate education and support;

If online, requesting content be removed and reporting account / content to service provider;

Sanctioning in line with school behaviour / discipline policy. This may include official warnings, detentions, removal of privileges, fixed-term and permanent exclusions;

Speaking with police or local services.

Supporting Adults

Adults (staff and parents) who have been bullied or affected by bullying will be supported by:

Offering an immediate opportunity to discuss the concern with the head teacher;

Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate;

Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour and discipline policy;

Reassuring and offering appropriate support;

Working with the wider community and local / national organisations to provide further or specialist advice and guidance.

Adults (staff and parents) who have bullied will be helped by:

Discussing what happened with a senior member of staff and establishing the concern;

Clarifying the school's official procedures for complaints or concerns;

If online, requesting content be removed and reporting account/content to service provider;

Instigating disciplinary, civil or legal action.