Dilton Marsh Church of England Primary School

Anti - Bullying Policy

This policy has been developed by all staff, led by:

- Head teacher: Jill Hibbs
- Parents and Children were surveyed and comments used to update the policy and practices.

Schedule for review of this policy:

This policy was approved by the Academy Council on:	January 2022
The implementation of this policy will be monitored by:	Jill Hibbs
Monitoring will take place:	Annually
The Academy Council will receive a report on the implementation of this policy, generated by the monitoring group:	At each Academy Council Meeting
Next review date:	November 2022

This Policy should be read in conjunction with the following:

- Positive behaviour policy
- SEND Policy
- Safeguarding Policy
- Online-Safety Policy

"For Nothing is Impossible With God." Luke 1:37

Rationale:

Three of our most important aims as a school are:

- **To provide a safe and happy learning environment**
- **To foster a school society built on mutual respect and care**
- **To prepare our pupils to take their places as responsible, resilient and caring members of society**

Our whole school ethos is developed: morally, socially, spiritually and culturally, around the all-embracing principles of **safety, equality and inclusion**. Our Core Values of Perseverance, Compassion, Hope and Respect promote a culture of care and support. Any form of anti-social behaviour puts all of the above aims at risk.

All schools experience **unacceptable and/or bullying behaviour** of some sort at some time. It is our aim to develop a community where this is not tolerated in any form at any time and incidents are dealt with swiftly and severely. All members of the school community are involved in the delivery of such an aim, adults and pupils alike.

We are a **restorative** school. Therefore our ethos is based upon positive reinforcement and not punitive actions. Punitive actions are only taken when individuals are seen to be actively disregarding our common codes of acceptable behaviour.

However, we acknowledge that like all schools, we have some degree of bullying/ anti-social behaviour at some time. We have developed a strategy in policy and action that should respond positively and effectively to all bullying/anti-social behaviour and wipe it out at root.

No child should experience the fear and distress that bullying can inflict. We actively set out to educate children to be sociable and respectful to others (see Good Behaviour Policy).

We aim to develop a well-managed, well-behaved school, where members of the community are confidently facing the challenges of life together, looking after each other and looking out for each other within a supportive and morally strong school society.

Principles:

- Children have a right to learn free from intimidation and fear.
- Our School will not tolerate bullying behaviour.
- All pupils will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

What is bullying?

From time to time children fall out with each other. How we deal with conflicts is part of our social development. Bullying is different to the normal falling out and arguments children often have, with their friends at play, as they grow up.

The Department for Education defines bullying as

"behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences."
(Preventing and tackling bullying: Advice for Headteachers, staff and governing bodies. Department for Education, July 2013)

Bullying can be:

Physical: Threats, any form of violence e.g. pushing, kicking, hitting, pinching.

Verbal: Name-calling, sarcasm, spreading rumours, persistent teasing.

Emotional: Tormenting, threatening, ridicule, humiliation, exclusion from groups or activities, 'banter'.

Discriminatory: Such as Racial, sexist taunts, graffiti, gestures.

Sexual: Unwanted physical contact, abusive comments.

Cyber bullying: Cyber-bullying is the use of the Internet and related technologies to harm other people, in a deliberate and repeated way. This may include abusive mobile and instant messages or the posting of humiliating photos or video footage on the Internet. As it has become more common in society, particularly among young people, legislation and awareness campaigns have arisen to combat it. Children need to be taught how to use technology responsibly.

How can we best prevent bullying?

At Dilton Marsh children are encouraged to learn to deal with bullying and negative peer pressure through our ongoing PSHE curriculum-which is based on the Jigsaw scheme of work. This includes opportunities for children to develop in confidence as well as to develop appropriate strategies to deal with different situations involving their peers. In particular children are encouraged to report any concerns immediately.
During National Anti-Bullying Week and Internet Safety week children are encouraged to join in with further problem solving activities and discussions linked to issues around bullying. These themes and ideas are discussed throughout the year.
When possible the School Council regularly discuss issues linked to friendship and promoting our values of compassion and respect and how this can be supported in all classes.

We use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. We use drama, role play, stories etc. within worship, PSHE and wider curriculum.
We use many opportunities to show respect, give praise, reward and celebrate the success of children and thus to help create a positive atmosphere.

What happens when an incident of possible bullying is reported?

Adults are continually monitoring behaviour in both social and learning situations.
Children are encouraged to report incidents immediately if they feel 'uncomfortable' for whatever reason, to the nearest adult.
Peer support is used as a positive tool and children are encouraged to take care of each other and report any unpleasant incidents to the nearest adult immediately.

If a pupil reports an incident of bullying they need to know the adult will ALWAYS treat it seriously and with discretion. All incidents will be investigated.

To begin with the member of staff will speak to both the bully and the victim to establish exactly what has happened. If appropriate a warning will be given. If the incident requires further investigation, including talking to other witnesses, it will be dealt with by a member of the Senior Leadership Team. All incidents will be recorded in the Behaviour File.

Any incident will be followed with a discussion with parents. This will apply to the parents of the victim and the bully equally.

After a report of bullying the adult will always ensure that there are follow up meetings with the victim to check that everything is alright.

An attempt will be made to help the bully change their behaviour and support given as appropriate.

If the bullying continues then the bully faces the risk of seclusion and ultimately exclusion.

All teachers must inform Mrs. J Hibbs of any incidents of bullying that they deal with.

Individual responsibilities:

Pupils
Pupils are expected to:

- Refrain from becoming involved in any kind of bullying.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying.

Parents
We ask our parents to support their children and the school by:

- Advising their children to report any bullying to their teacher or any adult they are happy to talk to.
- Advise their children not to retaliate violently to any form of bullying.

- Being sympathetic and supportive towards their children.
- Informing the school of any suspected bullying.
- Co-operating with the school.

Staff

It is the responsibility of all staff to ensure that they:

- Foster in our pupils a sense of self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of all our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes.
- Be alert to the signs of distress and the other possible indications of bullying.
- Carry out their responsibilities for supervision of children at all times with a rigour that will lessen the opportunities for bullying behaviour to occur.
- Listen to children who have been bullied, take seriously what they are saying and act to support and protect them.
- Follow up any complaint by a parent about bullying and report back promptly and fully on what action has been taken.
- Deal with any observed bullying in accordance with procedures.

Academy Council

It is the responsibility of the Academy Council to monitor the progress being made by the school in relation to incidents of bullying and effectiveness of this policy. This may take the form of periodic reports from Mrs. Hibbs to the Academy Council as appropriate.

Responsibilities of ALL

To work together and in time, to eradicate bullying.

<u>Continuous Professional Development:</u>

All staff will take part in ongoing professional development relating to anti-bullying, these include training from ChildLine, (workshops and assembly), safeguarding updates, attachment disorder training, colleague discussions and restorative training.