

Anti-bullying policy

Tewkesbury C of E Primary School & Pre-School



Approved by:	Governors
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Where the terms 'organisation' or 'school' are used throughout this policy, they include Tewkesbury C of E School and Tewkesbury C of E Pre-School. They also include the school's own extended services of Breakfast Club and Afterschool Club.

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1. Aims

The aim of this policy is to outline what Tewkesbury C of E Primary School will do to prevent and tackle bullying and hate. We are committed to developing an anti-bullying culture whereby no bullying or hatred, including between adults or adults and children and young people will be tolerated.

At Tewkesbury C of E, the school community aims to:

- Discuss, monitor and review the anti-bullying/anti-hate policy and practice on a regular basis
- Support all staff to promote positive relationships to prevent bullying/hate
- Intervene by identifying and tackling bullying/hate behaviour appropriately and promptly
- Ensure all incidents of bullying/hate behaviour are accurately recorded, monitored and reported
- Ensure that pupils are aware that all bullying/hate concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying/anti-hate policy
- Report back to parents/carers regarding their concerns on bullying/hate and to deal promptly with complaints
- Encourage parents/carers to work with the school to uphold the anti-bullying/anti-hate policy
- Learn from good anti-bullying/anti-hate practice elsewhere and utilise support from external agencies and other relevant organisations when appropriate
- Uphold fundamental British Values as defined by DfE

2. Definitions

Bullying is “Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, March 2014)

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 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.

We recognise that bullying could be peer on peer abuse. The school’s response to this type of abuse is fully outlined in the Child Protection and Safeguarding Policy.

A hate incident is defined as: “Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by hostility or prejudice.” (College of Policing 2014)

If a criminal offence has been committed the Incident becomes a Hate Crime.

Forms of bullying/hate covered by this policy: Bullying/hate can happen to anyone. This policy covers all types of bullying/hate including:

- Bullying/hate related to age, race, religion or culture
- Bullying/hate related to SEND (Special Educational Needs or Disability)
- Bullying/hate related to appearance or physical/mental health conditions
- Bullying/hate of young carers, children in care or otherwise related to home circumstances
- Bullying/hate related to gender, transgender or sexual orientation
- Bullying/hate related to alternative subcultures e.g. Homeless
- Bullying/hate via technology – “cyberbullying”

3. 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):

- 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

4. School Ethos

“We shine like stars in the sky” is key to Tewkesbury C of E Primary School and our Christian values underpin everything we do.

The school recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying our school can help to create a safe and respectful environment, where children are able to learn and fulfil their potential.

Our school community works together to:

- Understand the importance of challenging inappropriate behaviours between peers
- Monitor and review our anti-bullying policy and practice on a regular basis
- Support staff to promote positive relationships to help prevent bullying
- Recognise that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required
- Intervene by identifying and tackling bullying behaviour appropriately and promptly
- Ensure our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy
- Require all members of the community to work with the school to uphold the Anti Bullying and Hate policy
- Recognise the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages
- Deal promptly with grievances regarding the school response to bullying in line with our complaints policy
- Seek to learn from good anti-bullying practice elsewhere
- Utilise support from the Local Authority and other relevant organisations when appropriate

5. Responsibilities

It is the responsibility of:

- The headteacher to communicate this policy to the school community, to ensure that sanctions/support are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility
- Governors to take a lead role in monitoring and reviewing this policy
- All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by this policy

6. Preventing bullying

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school.

All classes use the school's golden rules:

- 1) Be kind
- 2) Be ready
- 3) Be respectful

Collective worship is used to teach the children about the school's six values and the British values. Bullying also forms part of the PSHE curriculum that the school uses – SCARF.

Online safety is taught as part of both the PSHE and computing curriculum.

7. Response to incidents

Both the victim and the 'bully' will be invited to discuss the situation with a member of staff. It is made clear to the victim that they can talk again at any time if things are not going well.

The approach taken is in line with the restorative approach used by Tewkesbury C of E Primary School:

- Meeting with the person/ people involved – A meeting is held with the person/people involved, as suggested by the victim
- Adult explains to the group that there is a problem that is worrying them involving – and they name the victim. The victim's unhappiness is emphasised
- Share responsibility – It is stressed that the purpose of the meeting is to discuss how to help the victim be happy and safe. It is the responsibility of the person / people to help solve this problem
- Ask the members for their ideas. Group members can be genuinely moved by the account of the victim's distress. The person/people involved are then asked to suggest ways in which the victim could be helped to feel happier
- Leave it up to them – the adult then ends the meeting by passing over the responsibility for solving the problem to the group. Adult arranges to meet with pupil (s) again to see how things are going
- About a week later, adult meets with each person, including the 'victim' again to see how things have been going. The outcome should not necessarily be that the victim has become the most popular person, but they must feel safe and happy and the bullying should have stopped
- If the bullying continues then more serious steps will be taken. This could include removal from situations where the bullying is occurring, meeting with the child's parents/carers or the set-up of a behaviour log/diary in order that the parent/carer is aware of the child's behaviour each day
- Support will be on-going for both the victim and the perpetrator. Work will continue to repair relationships between both parties and the situation will continue to be monitored

Appropriate sanctions and support, for example as identified within the school behaviour policy and child protection policy, will be implemented in consultation with all parties concerned.

If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed, or GSCP (Gloucestershire Safeguarding Children Partnership) if a child is felt to be at risk of significant harm.

Where the bullying of or by children takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated and responded to in line with this policy and the school behaviour policy. This may mean liaising with external agencies, such as the police, to ensure the concern is investigated by the appropriate body.

8. Supporting adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents/carers, whether by pupils, parents/carers or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the DSL (Designated Safeguarding Lead), a senior member of staff and/or the headteacher
- Advising them to keep a record of the bullying as evidence and discuss how to respond to future concerns
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the school's staff conduct, behaviour and discipline policy. This might mean liaising with other appropriate agencies who are more able to investigate the incident
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online
- Reassuring and offering appropriate support
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the headteacher to establish the concern
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures
- If online, requesting that content be removed
- Instigating disciplinary, civil or legal action as appropriate or required

9. Recording incidents

All incidents will be logged on CPOMS (Child Protection Online Management System) to ensure an accurate chronology of events is built up. This is monitored by the DSL and DDSL (Deputy DSL).

10. Linked policies

This policy is linked to:

- Behaviour Policy
- Child Protection & Safeguarding Policy
- Online Safety Policy
- Complaints Policy