



Anti-Bullying Policy

February 2019

Office use

Published: April 2018 Reviewed date: Feb 2019	Next review: February 2019	Statutory/non: Statutory	Lead: Mrs Rebecca Hurley THPA
Associated documents:			
DALP Behaviour and Principals https://dalp.org.uk/about-us/policies/			
Links to:			

At Thrumpton Primary Academy we aim to provide a safe, caring and friendly climate for learning for all our pupils to allow them to improve their life chances and help them maximise their potential. We would expect pupils to act safely and feel safe in school, including that they understand the issues relating to bullying and that they feel confident to seek support from school should they feel unsafe. We would also want parents to feel confident that their children are safe and cared for in school and incidents when they do arise are dealt with promptly and well.

The school is aware of its legal obligations and role within the local community supporting parents and working with other agencies outside the school where appropriate.

Policy Development

This policy was formulated in consultation with the whole school community with input from:

- Pupils via our school council
- Staff
- Governors
- Parents through consultation on our website

This policy is available:

- Online at www.thrumptonprimary.co.uk
- From the school office

Roles and responsibilities

The Principal has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and appointing an Anti-bullying coordinator who will have general responsibility for handling the implementation of this policy.

The Anti –bullying Lead in our school is: Mrs Rebecca Hurley

The Anti-Bullying Lead's responsibilities are:

- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour

The nominated Governor with the responsibility for Anti- bullying (Behaviour) is: Katie Merrills

Definition of Bullying

“Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. This can take many forms and is often motivated by prejudice”.

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 hate crime related bullying and cyberbullying. If the victim might be in danger then intervention is urgently required.

What does bullying look like?

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Why are children and young people bullied?

Specific types of bullying include:

- prejudice crime related bullying of children with special educational needs or disabilities, homophobic and transphobic bullying or related to race, religion or culture
- bullying related to appearance or health
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying.

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Homophobic bullying and using homophobic language

Homophobic language is terms of abuse used towards lesbian, gay and bisexual people or those thought to be LGB. It is also used to refer to something or someone as inferior. This may also be used to taunt young people who are different in some way or have gay friends, family members or their parents/carers are gay. Dismissing it as banter is not helpful as even if these terms are not referring to a person's sexuality they are using the terms to mean inferior, bad, broken or wrong. We will challenge the use of homophobic language in our school even if it appears to be being used without any homophobic intent. Persistent use of homophobic language or homophobic bullying will be dealt with as with any other form of bullying.

Where does bullying take place?

Bullying is not confined to the school premises. Advice for school leaders to help with this problem and its effects on children acknowledges that it may also persist outside school, in the local community, on the journey to and from school and may continue into Further Education.

Cyberbullying

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims. We will ensure that our children are taught safe ways to use the internet (see our E-safety policy) and encourage good online behaviour. Whilst most incidents of Cyberbullying occur outside school we will offer support and guidance to parents and their children who experience online bullying and will treat Cyberbullying the same way as any other forms of bullying.

Bullying can take place between:

- young people
- young people and staff
- between staff
- individuals or groups

Reporting and responding to bullying

Our school has clear 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).

Bullying, whether related to pupils, parents / carers or staff/ visitors should be reported to any member of staff with whom the individual feels comfortable. All staff are responsible for investigating incidents reported to them. They will notify the Anti-bullying Lead and/or the Principal.

Volunteers and students are provided with a mentor in school with whom they would disclose information.

All incidents will be dealt with in a sensitive way with the best interests and wellbeing of the individuals first and foremost.

Procedures

All reported incidents will be taken seriously by the member of staff and investigated.

All staff are aware of the following procedure:

- Interview all parties
- Inform the Anti-bullying Lead and senior member of staff
- Inform parents

Implement appropriate disciplinary sanctions in accordance with our Behaviour Policy. These will be graded according to the seriousness of the incident but will send out a message that bullying is unacceptable

Responses may vary according to the type of bullying and may involve other agencies where appropriate.

The event will be followed up by the person who has dealt with the situation. This may include having a clear complaints procedure for parents who are not satisfied with the schools actions.

We use a range of responses and support appropriate to each situation. We aim to be solutions focused with a restorative approach. Support may include circle of friends, individual work with the victim or perpetrator or referral to outside agencies if appropriate.

It may be appropriate for the class teacher to draw up a behaviour plan with the child and parents.

We may liaise with the wider community if the bullying is taking place off the school premises i.e. in the case of cyberbullying or hate crime.

We may use the EHAF process where appropriate to involve other agencies who may be able to support.

Recording bullying and evaluating the policy

Bullying incidents are recorded by the member of staff who deals with the incident and this will be stored by the Anti-bullying Leads confidentially. The information stored will be used to ensure individuals incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy and provide updates to staff at least annually on review of this policy but more frequently if appropriate.

This information will be presented to the governors as part of the annual report. This policy will be reviewed and updated annually.

Strategies for preventing bullying

As part of our ongoing commitment to the safety and welfare of our pupils, we at Thrumpton Primary Academy have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

We develop and promote an inclusive ethos in school through:

Weekly circle time in all classes

Weekly PSHE lessons

Regular assemblies based on personal development, equality and respect

Focus on anti-bullying

Specific curriculum input for internet safety and cyberbullying

Student voice through pupil discussion and School Council

Reactive programmes for vulnerable groups or groups involved in bullying. For example: Circle of Friends, Mentoring by adult in school, and Counselling.

Support for parents/carers

Parent groups/ PTA

Parent information events/information

Referral and signposting by key staff (Mrs Hurley / Mrs Morton)

Support for all school staff

Staff training and development for all staff including those involved in lunchtime and before and after school activities

Links with other policies

Behaviour Policy Rewards and sanctions

Safeguarding Policy Child protection

Acceptable use of IT policy

Cyberbullying and e-safety

Equalities policy Prejudice related crime (homophobia, race, religion and culture and SEN/disability)

Useful organisations

Anti-bullying Alliance (ABA) - www.anti-bullying.org Brings together more than 65 organisations with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.

Mencap – www.mencap.org Mencap is a learning disability charity that provides information and support to children and adults with a learning disability, and to their families and carers.

Stonewall – www.stonewall.org.uk The lesbian, gay and bisexual charity.

Educational Action Challenging Homophobia (EACH) – www.eachaction.org.uk Educational Action Challenging Homophobia (EACH) is a charity and training agency helping people and organisations affected by homophobia. The website gives guidance, contact details and a Freephone helpline.

School's Out – www.schools-out.org.uk

Beatbullying – www.beatbullying.org.uk Beatbullying is the leading bullying prevention charity in the UK and provides anti-bullying resources, information, advice and support for young people, parents and professionals affected by bullying.

Childnet International – www.childnet-int.org Childnet International - The UK's safer internet centre