



Calow Church of England (V.C.) Primary School

Anti-Bullying Policy

Rationale

Everyone at Calow Church of England (V.C.) Primary School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help continue an anti-bullying ethos in the school.

Objectives

- To promote a happy and secure environment free from bullying in all its forms.
- To take positive action to prevent bullying from occurring.
- To work in partnership with parents to ensure that bullying is discontinued.
- To work with the victim and the perpetrator(s) to overcome instances of bullying ensuring that the root causes are dealt with.

Principles

- All allegations of bullying will be carefully investigated.
- Pupils, parents and staff will be encouraged to talk openly about the issue.
- Pupils will be actively encouraged to report bullying in School.
- As part of the curriculum, greater understanding of bullying in all its forms will be developed.
- Children will be taught strategies to help them deal with bullying situations they may encounter.
- Staff will respond calmly and consistently to allegations of incidences of bullying.
- The School will protect and support parties until the issues are resolved.
- Adults as well as children can be victims of bullying. This policy applies to all members of Calow Primary School.

Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

There are a number of statutory obligations on schools with regard to behaviour which establish clear responsibilities to respond to bullying. In particular section 89 of the Education and Inspections Act 2006:

- provides that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents
- gives Headteachers the ability to ensure that pupils behave when they are not on school premises or under the lawful control of school staff.

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came in to force in April 2011. It replaces the three previous public sector equality duties for race, disability and gender and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care. Even where safeguarding is

not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child doing the bullying.

Although bullying in itself is not a specific criminal offence, it is important to bear in mind that some types of harassing or threatening behaviour, or communications issue could be a criminal offence e.g. Protection from Harassment Act 1997 or the Communications Act 2003.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of name-calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone.

The school works hard to ensure that all pupils know the difference between bullying and simply 'falling out'.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in 'work' patterns, lacking concentration or absence from School. Pupils must be encouraged to report bullying in schools.

School staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with School Policy.

Key definitions are:

Physical: A person can be physically punched, kicked, hit, spat at etc. Where harm is made to another person's body.

Verbal: This can take the form of name calling, threatening or mocking. It may be directed towards gender, heritage, physical or social differences, appearance or personality etc.

Damage: When a person's property is deliberately damaged or taken.

Emotional: Where a person is deliberately excluded and made to feel an outcast. It can be where others are spreading rumours or generally making a person feel unwelcome or unaccepted.

Cyber: This is where verbal and emotional abuse takes place via electronic communication.

There are other forms of prejudice-based bullying including disablist or racist bullying. There may be the need to challenge **homophobic, biphobic or transphobic** bullying. Teachers have a duty of care to nurture and develop values such as empathy, understanding and respect for every pupil and towards every pupil.

Actions to Tackle Bullying

At Calow Primary we carry out the following to prevent and tackle bullying:

- involve parents to ensure that they are clear that the School does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied. Parents feel confident that the School will take any complaint about bullying seriously and resolve the issue in a way that protects the child, and they reinforce the value of good behaviour at home
- involve pupils. All pupils understand the Schools' approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders
- regularly evaluate and update their approach to take account of developments in technology, for instance updating 'acceptable use' policies for computers
- implement disciplinary sanctions. The consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable

- discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality.
- use specific organisations or resources for help with particular problems, e.g. Derbyshire A.B.C. programme. Schools can draw on the experience and expertise of anti-bullying organisations with a proven track record and / or specialised expertise in dealing with certain forms of bullying
- provide effective staff training
- participate in National Anti-bullying Week

Preventing bullying should not just be about discouraging negative behaviour but celebrating positive behaviour.

At Calow Primary School we foster a positive community ethos (Equality Act 2010) through:

- pupils having responsibilities such as lunch time hall helpers
- pupils involved in school council and specific committees such as Health and Safety and Anti-Bullying
- peers support through the use of playground pals and celebrating playground pal of the month

A Safeguarding Handbook is available in all classrooms for staff to refer to. Guidelines and policies relating to Safeguarding are contained within. Mrs. McDonald is the Designated Safeguarding Person. Mrs. Pattison is the designated Governor.

Implementation

Prevention is better than cure so at Calow Primary we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour.

Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff.

All reported incidents of bullying will be investigated and taken seriously by staff members. A record will be kept of incidents. The Classteacher of the victim will be responsible for this and will be required to give a copy of the report and the action taken to the Headteacher. Older pupils may be asked to write a report themselves. In order to ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all proven incidences of bullying should be reported to the Headteacher. Social Inclusion requires that we record all racial incidents. If bullying includes racist abuse then it should be reported to the Headteacher to be recorded using the Education Reporting Form for Racist Incidents. Parents and Governors will be informed of such incidents and the action taken to deal with them.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

Pupils who have been bullied will be supported by offering an immediate opportunity to discuss the experience with a member of staff of their choice; by reassuring the pupil; and offering continuous support. Pupils who have bullied will be helped by discussing what happened; discovering why the pupil became involved; establishing the wrong doing and need to change; and informing parents/guardians to help change the attitude of the pupil.

Within the curriculum the School will raise the awareness of the nature of bullying through inclusion in P.S.H.E., class time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Parents/Guardians will be informed of action taken to deal with incidents of bullying. Parents will be encouraged to work alongside school as partners to help modify and support positive changes in their child's behaviour.

The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary delete inappropriate images (or files) on electronic devices, including mobile 'phones. Calow Primary does not allow mobile 'phones as a rule but is aware they may be brought on to site during events such as a P.T.F.A. disco.

Bullying outside School Premises

Headteachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Headteachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises.

Where bullying outside School is reported to School staff, it should be investigated and acted on. The Headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Policy Evaluation

The effectiveness of the Policy will continue to be monitored on an ongoing basis and consultation will be carried out with stakeholders.

Calow Primary School has an Anti-Bullying Committee that meets regularly. The committee is made up of representatives from sections of staff and the Governing Body. Its remit includes reviewing documentation, initiatives to tackle bullying and receive reports on any allegations of bullying and how they were dealt with.

All staff along with the Governing Body are responsible for the implementation of the Anti-Bullying Policy. The Policy will be reviewed and updated on a bi-annual basis.

Policy Reviewed: July 2011

November 2013

September 2014

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