

Amington Heath Primary School



Anti-Bullying Policy

Written by C.Wetton (Deputy Head)

Approved : September 2018

Review : September 2022

This policy is based on DfE guidance “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies” 2017 and supporting documents “Supporting children and young people who are bullied: advice for schools”, “Cyberbullying: advice for headteachers and school staff”, “Advice for parents and carers on cyberbullying” November 2014 . It also takes into account the DfE statutory guidance, “Keeping Children Safe in Education” 2016.

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

Aims

- To create a safe environment where pupils are able to learn and play without fear.
- To identify the types of bullying.
- To outline our approach to preventing, identifying and responding to bullying.
- To fulfil our statutory safeguarding duty.

Definition of bullying

According to ‘Preventing and Tackling Bullying Advice for headteachers, staff and governors’ 2017, bullying can be defined as:

“Bullying is 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, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.”

We therefore teach staff and pupils that bullying:

1. Has an unbalance of power
2. Is intentional
3. Is repeated
4. Can happen to anyone

Forms of bullying

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 bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology, known as online or cyberbullying.

For information on combating peer on peer abuse, please see our safeguarding policy.

Preventing, identifying and responding to bullying

- Our ethos of openness and trust means that pupils feel they can talk to all staff regarding an incident.
- All incidents are investigated and the anti-bullying practice and behaviour policy are upheld. See appendix 1 for the full process.
- We have the highest expectations of behaviour and use consistent rewards and sanctions process to uphold these expectations.
- Pupils are provided with an extensive internet safety curriculum which tackles cyberbullying
- Parents are given regular updates surrounding internet safety and bullying as well as safeguarding.
- SMSC, RE and PSHE curriculums cover British values, tolerance of others, preventing bully and being a good citizen.
- 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.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- 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 and supported with a range of approaches such as through displays, assemblies, peer support and the school/student council.
- 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, 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.

- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools attention which involves or effects pupils even when they are not on school premises, for example when using school transport or online etc. *see below*
- Actively create “safe spaces” for vulnerable children and young people. This may include the use of nurture or lego therapy.
- 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.

We acknowledge that sections 90 and 91 of the Educations and Inspections act 2006 gives us the responsibility and right to investigate any bullying incident which may have occurred outside of school and off the school premises where we feel it is important to the pupils safeguarding and well-being. We also acknowledge that the Education Act 2011 gives educators, with the head teachers permission, the right to search a pupil’s mobile phone in the investigation of bullying or harassment.

Pupil involvement

We will:

- Regularly discuss children’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.
- 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.

Liaison with parents and carers

We will:

- Make sure that key information (including policies and named points of contact) about bullying is available to parents/carers on the school website and in the school office.
- 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 to raise concerns in an appropriate manner.
- 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 to other policies

- Safeguarding policy
- Whistleblowing policy
- GDPR policy – data protection
- Behaviour policy
- Internet Safety policy
- Social media 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 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
- The Computer Misuse Act 1990
 - Keeping children safe in Education 2018

Responsibilities

It is the responsibility of:

- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- School Governors to take a lead role in monitoring and reviewing this policy.
 - Governors, the Headteacher, Senior Leaders, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- 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 named Governor with lead responsibility for this policy is: Tim Legge

Appendix 1: A diagram to show response to a report of bullying

