



ST DUNSTAN'S, CHEAM, C of E PRIMARY SCHOOL

Policy Subject: ANTI- BULLYING

Date: July 2020

Review Date: July 2023

Vision Statement

'St Dunstan's – a thriving Christian school, guided by the Good Shepherd, founded on faith, inspiring the best in everyone.'

For all members of our school family we celebrate:

- excellent achievement and progress in all that we do
- learning for life in all its fullness
- Christian values alive within our school
- being at the heart of our community

Policy Statement:

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2019 (2020 from September 20) and 'Sexual violence and sexual harassment between children in schools and colleges' guidance.

What is bullying?

Bullying can be defined as "behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017)

- 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 unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Forms and types of bullying covered by this policy

- Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying (pushing, kicking, hitting, punching or any use of violence and taunting)
- Emotional bullying (being unfriendly, excluding, tormenting, threatening behaviour)
- **Verbal** (name calling, sarcasm, spreading rumours, teasing and making threats)
- **Indirect** spreading stories, excluding someone from social groups.
- **Extortion** (demanding money/goods with threats)
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- Sexual bullying (unwanted physical contact, sexually abusive comments)
 - Bullying via technology, known as online or cyberbullying (all areas of internet, email and internet chatroom misuse)
 - Mobile threats by text messaging and calls.
 - Misuse of associated technology ie: camera and video facilities including those on mobile phones.
- Prejudicial bullying (against people/pupils with protected characteristics):
- Bullying related to race, religion, faith and belief and for those without faith
- Bullying related to ethnicity, nationality or culture
- Bullying related to Special Educational Needs or Disability (SEND)
- Bullying related to sexual orientation (homophobic/biphobic bullying)
- Gender based bullying, including transphobic bullying
- Bullying against teenage parents (pregnancy and maternity under the Equality Act)

Bullying in any form results in children or adults feeling hurt and upset, bewildered and/or frightened. Children who are being bullied feel powerless to stop it happening. It is essential that it is NEVER ignored.

Aims and Purposes of the policy

The main purposes of this policy are:

1. to prevent bullying from occurring
2. to inform parents and children that the school cares
3. to guide all staff in how to challenge and deal with bullying because, where pupils are bullied:
 - a. they may be unhappy about coming to school and their lives are made miserable. Over a period of time this will affect their self-esteem and well being
 - b. the unhappiness of bullied pupils is likely to have an adverse effect on their educational achievement.

Links with other school policies and practices

This policy links with several school policies, practices and action plans including:

- The school's vision statement
- Behaviour and discipline policy – classroom & playground behaviour ladders
- Complaints policy
- Child protection policy

- Confidentiality policy
- Online safety and Acceptable Use Policies
- Curriculum policies, such as: PSHE and computing

These policies and practices make the school's values explicit to all concerned, "If they observe bullying behaviour going unchallenged, other pupils may learn that bullying is a quick and effective way of getting what they want." The victims of bullying may see the school's inaction as condoning unacceptable behaviour. (DFE 1994).

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

General Principles:

Preventing bullying

All staff must be watchful, observing the social relationships between children. They should consider the school environment - what worries children about the playtimes and play areas i.e. where and how bullying might occur. Potential problems should be discussed with relevant staff.

There are regular opportunities within the planned curriculum to communicate to children the importance of all members of our school community having care and concern for each other, and the reasons for having a policy on bullying.

Dealing with bullying if it occurs -

If **you** come across bullying what can you do?

- try to remain calm
 - take the incident or report seriously and ensure that children realise that action will be taken
 - *think* carefully whether your action needs to be private or public
 - reassure the victim(s) and offer advice and support (the child might need help with his/her social skills/assertiveness)
 - make it plain to the bully that you disapprove
 - encourage the bully to see the victim's point of view, again social skills may need to be addressed
 - take care over how you respond to the bully, reacting aggressively gives the message that it's O.K. to bully if you have status or power
 - explain clearly any sanction* and why it is given **or** how the bully can make amends.
- * **Sanctions** (see Behaviour Policy which emphasises use of praise, encouragement and reward)

- apology to victim and agree positive action to be taken
- tell child that the incident will be reported to other staff members e.g. Senior Midday Supervisor, class teacher, or a senior teacher
- possible loss of privileges e.g playtime
- parents/carers notified

Incidents of bullying should be discussed with the class teacher as well as a senior member of staff.

The parents of both the victim and the bully will be informed, to ensure that they are aware of the school's action to date.

Staff should always take the time to listen to children or to their parents where they think that bullying may have occurred.

Bullying of staff by pupils, parents/carers or other staff

All staff and Governors of the school strive to support the emotional health and well being of the staff in the school and so we believe that all bullying incidents must be investigated. This includes any incident reported by a member of staff being bullied by a child and or parent. Members of the school workforce who are concerned about bullying should seek support from the Headteacher. They may also seek advice or counselling from their union or professional association.

Records

A dated written note should be made either in the playground book, school incident book, or personal notes of the class teacher. Children involved complete a 'Problem solving sheet' that is a point of reference for all involved. A copy of this is given to the parents; the original is kept in the class behaviour log or in the phase leader's behaviour log.

Records should include:

- who was allegedly involved
- where and when it happened
- what happened
- what action was taken
- how it was followed up

It is vital that accurate records are kept of incidents and of how the school has responded. In the case of a serious incident this provides evidence should the victim or their family decide to take legal action.

Conclusion

All known incidents of bullying will be acted upon. At St Dunstan's we are committed to working with parents to ensure that our school is a happy place for everyone.

WHAT YOU CAN DO TO HELP PREVENT BULLYING IN OUR SCHOOL

- If you are ever bullied or threatened:
- be firm and clear - look the person in the eye and tell them to stop
- get away from the situation as quickly as possible

- tell the member of staff who is responsible for you at the time. It is important to do this straight away
- if you cannot do this, for any reason, tell another member of staff, a friend or your parents as soon as possible
- report bullying straight away, but be honest and ask yourself if your own behaviour has caused others to get angry or upset with you.

You can help to make and keep our school a happy safe place if you:

- always report bullying - of yourself or others
- never join in with bullying
- make sure that you and your friends never go to areas of the school where you should not be. Stay in the areas which are supervised by staff.

IF YOU ARE FOUND TO BE A BULLY

- your parents will be informed as soon as possible, a written report may be sent home and/ or they may be asked to come into school to discuss your behaviour
- a copy of the report of the incident will go into your file in school as a record of what happened and what action was taken
- you will be expected to make a full and proper apology to the person you have bullied
- you may be required to give an explanation of your behaviour to the parents of the person you have bullied
- if necessary you will be excluded from the school, until you can agree to behave in a safer, more pleasant way.

IMPLICATIONS FOR PARENTS

- contact the school if you are aware or suspect that bullying is taking place
- encourage children not to be aggressive with other people
- support the school if further action needs to be taken.