

Honiton Primary School Anti-Bullying Policy based on 'Preventing and Tackling Bullying' DfE guidance July 2017

Key Contact Personnel in School

Nominated Member of Leadership Staff Responsible for the policy: (Joanna Rousseau)

Designated Safeguarding Lead (s): (Elaine Fyffe) Named Governor with lead responsibility: (Michelle Perryman)

Date written: (November , 2017) Date agreed and ratified by Governing Body: (Month, Year) Date of next review: (Month, Year)

This policy will be reviewed at least annually, and following any concerns and/or updates to national and local guidance or procedures

Honiton Primary School Anti-Bullying Policy

This policy is based on DfE guidance “[Preventing and Tackling Bullying](#)” July 2017 and supporting documents. It also takes into account the DfE statutory guidance “[Keeping Children Safe in Education](#)” 2016. The school has read Childnet’s “[Cyberbullying: Understand, Prevent and Respond: Guidance for Schools](#)”.

1) Policy objectives:

🏠 This policy outlines what Honiton Primary school will do to prevent and tackle all forms of bullying.

🏠 The policy has been adopted with the involvement of different members of our school community including SLT, staff, governors and children.

🏠 Honiton Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

2) Links with other school policies and practices

This policy links with a number of other school policies, practices and action plans including:

- Behaviour and discipline policy
- Complaints policy
- Child protection policy
- Confidentiality policy
- Online safety and Acceptable use policies (AUP)
- Curriculum policies, such as: PSHE, citizenship and computing Mobile phone and social media policies

3) 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

4) Responsibilities

It is the responsibility of:

- The Head teacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- School 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 the policy.

5) Definition of bullying:

📖 Bullying is “behaviour by an individual or a group, specifically behaviour that is *repeated over time*, that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)

📖 Bullying can include: discriminatory 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. Where these similar behaviours are displayed but are not part of a repeated pattern of behaviours, they are dealt with in accordance with our behavior policy rather than our bullying

policy.

🎬 Bullying can also include the same unacceptable behaviours expressed online, sometimes called online or cyberbullying, where this is a repeated pattern of behaviour. 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 can be a form of peer on peer abuse and can be emotionally abusive; it can cause severe and adverse effects on children's emotional development. This is why, as a school, we take it seriously and where discriminatory abuse is happening this is also reported to Devon County Council on their

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

- Bullying related to race, religion, nationality 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

6) School ethos

🎬 Honiton Primary school recognises that 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, we can help to create a safe, disciplined environment, where pupils are able to learn and fulfil their potential. We use our Rights Respecting Ethos and our weekly R time to ensure that our children know that this behavior is unacceptable and are aware what to do if they know it is happening.

At Honiton Primary School we:

- 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; being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.

- Will 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 policy.
- Report back to parents/carers regarding concerns on bullying, dealing promptly with complaints.
- Seek to learn from good anti-bullying practice elsewhere.
- Utilise support from the Local Authority and other relevant organisations when appropriate.

7) Responding to bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately where possible by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and at times might involve them in any decision-making, if appropriate.
- The headteacher/ deputy headteacher/designated safeguarding lead or another member of leadership staff will be informed that an incident of bullying has occurred and will be kept updated about any developments and actions. If bullying is confirmed then the HT/DHT will be informed and will work with the class teacher and any other relevant adults to support the victim and the perpetrator of the bullying.
- The designated safeguarding lead will be informed of all bullying issues where there are safeguarding concerns.
- The school will inform other staff members, and parents/ carers, where appropriate.
- Sanctions (as identified within the school behaviour policy) and support for individuals will be implemented, in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as: the

- police (if a criminal offence has been committed) or other local services including early help or children's social care (if a child is felt to be at risk of significant harm).
- Where the bullying takes place off school site or outside of normal school hours (including cyberbullying), the school will do whatever it can to support the process but will not take the lead. This will be the responsibility of the parent/guardians. The school will provide information to staff and pupils regarding steps they can take to protect themselves online.

A clear and precise account of any bullying incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken. The Bullying and Prejudice Related Incidents Form will be sent to Devon County Council where appropriate and all incidents will be recorded on the school CPOMs system.

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous support.
- Offering an opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence. Providing ongoing support; this may include: working with and speaking with particular staff, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).
- Pupils who have perpetrated the bullying will be helped by: Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour/discipline policy; this is likely to

- include a detention in the first instance.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate.

Supporting adults

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

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

- Offering an immediate opportunity to discuss the concern with the 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 concerns and build resilience, as appropriate.
- 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 schools behaviour and discipline policy.
- 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 (staff and parents) 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.

Specific guidance is available for school leaders regarding dealing with complaints made on social networking sites by parents/carers:

www.kelsi.org.uk/child-protection-and-safeguarding/e-safety

9) Preventing bullying in our school

Environment

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all. This is in line with us being a Rights Respecting school and our ethos reflects this.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities.
- Immediately challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create “safe spaces” for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos in our Friday and Monday assemblies.

We will:

- Regularly update and evaluate our practice to take into account the developments of technology and provide up-to-date advice and education to staff and pupils regarding positive online behaviour.
- 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.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

10) Education and Training

■ The school community will:

- Train all staff, including: teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures (including recording and reporting incidents).
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, R time activities
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

11) Involvement of pupils

We will: .

Regularly canvas children and young people'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 internal support, as well as external helplines and websites.

Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

12) Involvement and liaison with parents and carers

We will:

- Take steps to involve parents and carers in understanding our policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying.
- Make sure that key information about bullying (including policies and named points of contact) is available to parents
- Ensure all parents/carers know who to contact if they are worried about

- bullying and where to access independent advice.
- 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.
 - Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

13) Monitoring and review: putting policy into practice

🎬 The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.

🎬 Any issues identified will be incorporated into the school's action planning.

🎬 The headteacher will be informed of bullying concerns, as appropriate.

🎬 The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying, including outcomes.

14) Useful links and supporting organisations

🎬 Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

🎬 Childline: www.childline.org.uk

🎬 Family Lives: www.familylives.org.uk

🎬 Kidscape: www.kidscape.org.uk

🎬 MindEd: www.minded.org.uk

🎬 NSPCC: www.nspcc.org.uk

🎬 The BIG Award: www.bullyinginterventiongroup.co.uk/index.php

🎬 PSHE Association: www.pshe-association.org.uk

🎬 Restorative Justice Council: www.restorativejustice.org.uk

🎬 The Diana Award: www.diana-award.org.uk

- 🎬 Victim Support: www.victimsupport.org.uk
- 🎬 Young Minds: www.youngminds.org.uk
- 🎬 Young Carers: www.youngcarers.net
- 🎬 The Restorative Justice Council:
www.restorativejustice.org.uk/restorative-practice-schools SEND
- 🎬 Changing Faces: www.changingfaces.org.uk
- 🎬 Mencap: www.mencap.org.uk
- 🎬 Anti-Bullying Alliance Cyberbullying and children and young people with SEN and

disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf

- 🎬 DfE: SEND code of practice:
www.gov.uk/government/publications/send-code-of-practice-0-to-25
Cyberbullying

- 🎬 Childnet International: www.childnet.com

- 🎬 Digizen: www.digizen.org

- 🎬 Internet Watch Foundation: www.iwf.org.uk

- 🎬 Think U Know: www.thinkuknow.co.uk

- 🎬 UK Safer Internet Centre: www.saferinternet.org.uk

- 🎬 The UK Council for Child Internet Safety (UKCCIS)
www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

Race, religion and nationality

- 🎬 Anne Frank Trust: www.annefrank.org.uk

- 🎬 Kick it Out: www.kickitout.org

- 🎬 Report it: www.report-it.org.uk

🎬 Stop Hate: www.stophateuk.org

🎬 Tell Mama: www.tellmamauk.org

🎬 Educate against Hate: www.educateagainsthate.com/

🎬 Show Racism the Red Card: www.srtrc.org/educational LGBT

🎬 Barnardos LGBT Hub:
www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm

🎬 Metro Charity: www.metrocentreonline.org

🎬 EACH: www.eachaction.org.uk

🎬 Proud Trust: www.theproudtrust.org

🎬 Schools Out: www.schools-out.org.uk

🎬 Stonewall: www.stonewall.org.uk Sexual harassment and sexual bullying

🎬 Ending Violence Against Women and Girls (EVAW)
www.endviolenceagainstwomen.org.uk

- A Guide for Schools:
www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-Schools-Guide.pdf

🎬 Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters

🎬 Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying:
www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)
www.gov.uk/government/publications/preventing-and-tackling-bullying