



Devonshire Primary Academy Anti-Bullying Policy



Implementation Date: February 2017
Adopted by Governors/HT: HT
Review period: 1 Year
Last review date: April 2019
Person responsible for policy: Miss N. Dean

Mission Statement

It is the school's point of view that bullying in all its forms is unacceptable under every circumstance and will not be tolerated. We encourage children to work against it and to report any incidents. Through assemblies, circle time and discussion times, pupils are made aware of the school's anti-bullying policy.

Emphasis is placed on the fact that action on bullying can only be taken if it is brought to someone's attention. The school promises its pupils that it will act positively in all instances of bullying. Whenever appropriate, the parents of the bully will be involved and kept closely informed about the situations. Sanctions for bullying will be appropriate to the nature of the incident. All cases should be treated with the utmost sensitivity.

Definition of Bullying

A bully is defined as 'a person who uses strength or power to coerce others by fear' and someone who 'persecutes or oppresses by force or threats'. The HMI 2003 definition states: "Bullying is aggressive or insulting behaviour by an individual or group, often repeated over a period of time, that intentionally hurts or harms." This sort of behaviour will not be tolerated in school and every attempt is made to prevent it happening. Teaching and non-teaching staff have all been briefed to be vigilant in watching for signs and symptoms of bullying. Children are encouraged to tell a trusted adult if either they or their friends believe they are being bullied in any way. It is everyone's responsibility to prevent bullying behaviour.

The main types of bullying can be identified as:

Physical

- Damaging or stealing property
- Coercion into acts they do not wish to do
- Violence and assault
- Punching/kicking
- Damaging school work and equipment

Verbal

- Name calling
- Malicious gossip
- Teasing
- Intimidation
- Extortion
- Ostracising

Indirect

- Excluding people from groups and spreading hurtful and untruthful rumours

Cyber bullying

- The use of text messaging, emailing, videoing and internet usage deliberately to upset someone else refer to e-safety policy for more details.

It is a legal obligation to report a single incident of racist, homophobic or sexual harassment bullying to the Headteacher and for the incident to be recorded using the school's procedure.

Procedures for Dealing with Bullying Incidents

- If a member of staff is witness to a suspected bullying incident or one is brought to their attention they must report it to SLT, who will then investigate the matter. If the incident is deemed to be bullying of any kind it will be recorded in the Pupil Incident Register, which is kept in the Headteacher's office.
- If a lunchtime assistant is aware of a bullying incident they will report it to the welfare supervisor who will then discuss the issue with SLT. This is also then logged in the Pupil Incident Register.
- If an accusation is made by parents about their child being a victim of bullying, SLT will always ask for time to monitor the situation. This allows the senior manager time to interview the children involved and any adults who may have information and then the situation is monitored closely e.g. playtime observations.
- A member of the school will always feed back to the parents on their findings.
- If a child's name is found in the Pupil Incident Register on more than 3 occasions a meeting with the child's parents will take place.
- Every term the Headteacher sends a report to the authority about bullying; this is called the 'Bullying Return'. There is also a similar report concerning Racism.
- Each term the Headteacher shares this report at a Full Governors Meeting.

Dealing with Bullying Incidents (General Info) for Staff

- Don't over react even though you might want to sympathise with the victim and feel annoyed with the bully.
- When talking to a child, who has bullied, label the behaviour not the child.
- Avoid shouting as this makes both you and the child bad tempered.
- Develop good relationships by talking in a friendly way, using names, using friendly gestures, smiles etc.
- Keep calm. Think quickly, act slowly.
- Try to be fair, offer solutions you can agree to.
- Keep control of conversation. Don't allow child to side-track you by putting the blame on another.

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- Give support to both victim and bully. Victim needs self-esteem and self-value. Bully needs to work with others (co-operation rather than competition) Do not “bully” the bully – find out why they are bullying.

Role of the Head and Governing Body

- The school will fulfil its legal duty of care to ensure its pupils do not come to harm. This includes the reporting of all bullying incidents which have been identified as such, using the policy definition. This reporting is done by the head teacher to the governing body on a termly basis. The borough individual reporting forms are sent to the community cohesion team.
- The definition of bullying is used as a guide to schools when reporting all bullying incidents. The school regularly monitor incidents of bullying and report to governors every term.
- We want to create a “Bully Free” school. We need to have open and effective communication so that children feel confident and know that something will be done to help.

Dissemination of the Policy

The policy is to be used as a key vehicle for communicating and celebrating the anti-bullying stance of the school with pupils, parents and the wider community. The school incorporates the anti-bullying policy into staff handbooks, the school curriculum and whole school assemblies, all school staff training as well as taking on board other opportunities to raise awareness e.g. anti-bullying week and targeted group work.

Procedures for Monitoring and Evaluation of Policy

The school will monitor and evaluate bullying by:

- Keeping records of all incidents. This is done via a log book of bullying incidents, **Pupil Incident Register**, kept in the Headteacher’s office and updated when incidents are reported verbally.
- A range of data from pupil surveys e.g. during anti-bullying week
- Records of peer mentoring initiatives e.g. buddy schemes
- Parental complaints, records of complaint logged
- Information and evidence collected for the Healthy Schools Programme (emotional health and wellbeing)
- Discussions at staff/SLT/Governor meetings

Aims and Objectives of the Policy

Aims

- *To raise awareness of bullying and create a school ethos which encourages children to disclose and discuss incidences of bullying behaviour*
- *To bring about conditions in which bullying is less likely to happen in the future*
- *To reduce and, if possible, to eradicate instances of all types of bullying*
- *To clarify the reporting processes*
- To prevent, de-escalate and/or stop any continuation of harmful behaviour
- To react to bullying incidents in a reasonable, proportionate and consistent way
- To safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil
- To provide support for the perpetrator whilst developing strategies to enable perpetrators to be accountable for their behaviour

Objectives

- Emphasise prevention.
- Support both the victims and the bullies.
- Use the curriculum to give messages about acceptable behaviour.
- Communicate to parents and pupils what our policy is.
- Give pupils opportunities to talk about bullying.
- Good supervision of key areas in the school – welfare assistants at lunchtime.
- Clear procedures for investigating incidents.
- Build on what the school values.

The person responsible for all bullying incidents in school is the Headteacher.

The school endeavours to have open and supportive communication with parents in relation to all bullying incidents. Parents, who are concerned that their child may be being bullied, or who may suspect that their child may be the perpetrator of bullying, should contact the class teacher immediately. Parents have a responsibility to support the schools anti bullying policy and to actively encourage their child to be a positive member of the school.

Strategies include ensuring:

- incidents can be reported confidentially
- that all involved in the incident are listened to empathetically by professionals, parent/carer and peers
- victims of bullying are encouraged to report what has happened
- victims are reassured that it is not their fault
- professionals work in collaboration with parent/carers when appropriate
- schools include a procedure for parental complaints in their anti-bullying policy.

School staff can raise awareness of and tackle bullying through:

- PSHE
- SEAL

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- RE and Pastoral care
- Creative learning
- Circle time activities
- Whole school assemblies
- Multi agency working e.g. NSPCC
- Restorative approaches
- Anti-bullying days/ week every year

Relevant Legal Guidance

Safe to learn: Embedding anti bullying work in schools (DCFS-00656-2007)

Cyberbullying (DCFS 00658-2007)

Homophobic Bullying (DCFS 00668-2007)

Tackling bullying in schools: A Governors guide January 2011