

# BOUGHTON-UNDER-BLEAN & DUNKIRK METHODIST PRIMARY SCHOOL



## ANTIBULLYING POLICY

*To be read in conjunction with Behaviour and Online Safety policies*

Approved: March 2018  
Review Date: Term 4 2020  
Ratified by govts: 13/3/18

Signed.....Chair of Governors

# 'Dream, Believe, Achieve Together'

We aspire for all our children to become confident, happy and caring individuals who achieve personal success and develop a love of learning and a life built upon our school values.

**Boughton-under-Blean & Dunkirk is a Methodist Primary School and our Methodist values are at the heart of everything we do.**

- Forgiveness
- Friendship
- Trust
- Justice
- Perseverance

**These are then underpinned by our learning values.**

- Communication
- Independence
- Aspiration
- Engagement

**Our whole school ethos is built upon and guided by them. Every school policy is written with this in mind.**

## **Objectives of this Policy**

Boughton-under-Blean & Dunkirk School Anti-Bullying Policy outlines what the School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community.

### **Our school community:**

- ❖ Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- ❖ Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- ❖ Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- ❖ Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
- ❖ Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

### **Definition of bullying**

- ❖ Bullying is "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 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.

### **Forms of bullying covered by this Policy**

- ❖ 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

### **Signs of Bullying**

- ❖ Children are withdrawn or depressed
- ❖ Regressive behaviour
- ❖ Work deteriorates and concentration is poor
- ❖ Late arrivals
- ❖ Feigned illnesses/Unusual absences resulting in an erratic attendance level
- ❖ Isolation
- ❖ Uncharacteristic desire to remain with adults
- ❖ General unhappiness/anxiety/fear
- ❖ Bed wetting
- ❖ Appearing very tired after crying themselves to sleep
- ❖ Unexplained cuts/ bruises
- ❖ Unexpected missing possessions

### **Preventing, identifying and responding to bullying**

We will:

- ❖ Work with staff and outside agencies to identify all forms of prejudice-driven bullying and highlight this as unacceptable
- ❖ Actively provide opportunities to develop pupils' social and emotional skills, including their resilience.
- ❖ Consider all opportunities for addressing bullying with perpetrator and victim including through the curriculum, through displays, through peer support and through the School Council and work with Anti-Bullying Ambassadors.
- ❖ Actively create "safe spaces" for vulnerable children and young people.
- ❖ Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- ❖ 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.
- ❖ 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.
- ❖ Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- ❖ Celebrate success and achievements to promote and build a positive school ethos.
- ❖ Be encouraged to use social media responsibly.

### **Involvement of pupils / students**

We will:

- ❖ Regularly canvas children and young people's views on the extent and nature of bullying.
- ❖ Train our Anti-Bullying Ambassadors to help prevent bullying in the school.
- ❖ Ensure students know how to express worries and anxieties about bullying.
- ❖ Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- ❖ Involve students in anti-bullying campaigns in schools.
- ❖ Publicise the details of helplines and websites.
- ❖ Offer support to students who have been bullied.
- ❖ Work with students who have been bullying in order to address the problems they have.

If a child feels he or she is being bullied then there are several procedures they are encouraged to follow:

- ❖ Tell a teacher, our school Family Liaison Officer, a parent or an adult you feel you can trust as soon as possible
- ❖ Tell an Anti-Bullying Ambassador who will report to an adult in school
- ❖ Write down your concerns if it's difficult to talk
- ❖ Understand that bullies will try to scare you into keeping the bullying a secret, but that just keeps the bully safe, not you
- ❖ Tell your friends/ class Anti-Bullying Ambassador so you are not on your own
- ❖ Ring Childline and follow their advice

### **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 in a variety of formats.
- ❖ 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 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
- ❖ Safeguarding and child protection policies
- ❖ Confidentiality Policy
- ❖ Online Safety and Acceptable Use Policies (AUPs)
- ❖ Curriculum Policies such as PSHE and citizenship and computing
- ❖ Mobile phone and social media policies
- ❖ Searching and confiscation

### **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 law. These may include:

- ❖ 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

### **Responsibilities**

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of

- ❖ School Governors to take a lead role in monitoring and reviewing this policy.
- ❖ Governors, the Headteacher, and all members of school staff to be aware of this policy and implement it accordingly.
- ❖ The Headteacher to communicate the policy to the school community.
- ❖ Pupils to abide by the policy.

The contact for this policy is the Head Teacher

### **Monitoring & Review, Policy Into Practice**

We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review. The school uses the guidance by the DCSF and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

### **Supporting Organisations and Guidance**

- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)

- DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools" November 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: "No health without mental health": <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
- Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- Young Carers: [www.youngcarers.net](http://www.youngcarers.net)

### **Cyberbullying**

- Childnet International: [www.childnet.com](http://www.childnet.com)
- Digizen: [www.digizen.org](http://www.digizen.org)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)

### **LGBT**

- EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)
- Pace: [www.pacehealth.org.uk](http://www.pacehealth.org.uk)
- Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)
- Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)

### **SEND**

- Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

### **Racism and Hate**

- Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
- Kick it Out: [www.kickitout.org](http://www.kickitout.org)
- Report it: [www.report-it.org.uk](http://www.report-it.org.uk)
- Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)
- Show Racism the Red Card: [www.srtrc.org/educational](http://www.srtrc.org/educational)

## Additional Content

### Dealing with Incidents

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 by the member of staff who has been approached
- ❖ A clear and precise account of the incident will be recorded and given to the head teacher and/or designated lead
- ❖ The head teacher/ designated lead will interview all concerned and will record the incident
- ❖ Teachers will be kept informed
- ❖ When responding to cyberbullying concerns the school will take all available steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary. The police will need to be involved to enable the service provider to look into the data of another user.
- ❖ If content posted online is offensive or inappropriate, and the person or people responsible are known, then the school will ensure that they understand why the material is unacceptable or offensive and will request that they remove it.
- ❖ Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour and discipline policy.
- ❖ Parents/carers will be kept informed
- ❖ Sanctions will be used as appropriate and in consultation with all parties concerned
- ❖ If necessary and appropriate, the police or other local services will be consulted

### *Supporting Pupils*

*Pupils who have been bullied will be supported by:*

- ❖ Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice
- ❖ Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- ❖ Reassuring the pupil and providing continuous support
- ❖ Restoring self-esteem and confidence
- ❖ Working with the wider community and local/national organisations to provide further or specialist advice and guidance

*Pupils who have bullied will be helped by:*

- ❖ Discussing what happened and 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

- ❖ If online, requesting content be removed and reporting account/content to service provider
- ❖ Sanctioning in line with school behaviour/discipline policy. This may include official warnings, loss of access to the playground, removal of privileges (including online access when encountering cyberbullying concerns), fixed-term and permanent exclusions.
- ❖ Speaking with police or local services

### **Supporting Adults**

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

- ❖ Offering an immediate opportunity to discuss the concern with the designed lead and/or a senior member of staff/headteacher
- ❖ Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- ❖ Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour and discipline policy
- ❖ 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 bullied will be helped by:*

- ❖ Discussing what happened with a senior member of staff and establishing the concern
- ❖ Clarifying the schools official procedures for complaints or concerns
- ❖ If online, requesting content be removed and reporting account/content to service provider
- ❖ Instigating disciplinary, civil or legal action





## Our Child Speak Anti Bullying Policy

### What is bullying?

Bullying is when somebody hurts you Several Times On Purpose. This can be in different ways:

Physical bullying, such as punching, kicking or pushing.



Verbal bullying, such as name-calling, teasing or spreading rumours.



Emotional bullying, such as leaving somebody out or ganging up.



Cyberbullying, such as unkind texts, upsetting emails or saying rude things in the internet.



## How to STOP bullying

The only way to STOP bullying is to Start Telling Other People.

Even if you're not absolutely sure what is happening to you (or somebody else) is bullying, you MUST speak to a trusted adult.

Tell an adult at home



Tell your teacher or teaching assistant



Tell an Anti-bullying Ambassador



Tell a lunchtime supervisor



Call Childline 0800 1111



## *What happens to a bully at Boughton-under-Blean & Dunkirk Methodist Primary School?*

- 1. The class teacher will find out what has been happening by talking to the victim, the bully and any witnesses.*
- 2. The teacher will record what has happened in the school's 'behaviour file' and this will be shared with the necessary adults.*
- 3. A teacher will speak to the parents as soon as possible.*
- 4. The school will try to help the bully change their behaviour.*
- 5. Serious bullying will be dealt with by Mr Way, Mrs Cottenden, Miss Creigh or Miss Holness. The police could also be told.*
- 6. If the bullying carries on, the bully could be removed from our school for a while.*