

Anti-bullying policy

Sheriffhales Primary School



Context and Statutory requirements:

The law states that every school must have measures in place to prevent all forms of bullying. Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act.. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'.

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Communications Act 2003, and the Public Order Act.

Further information regarding bullying can be found within 'Keeping Children Safe in Education' which emphasizes the part anti-bullying has to play in safeguarding our children.

Bullying outside school premises

Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable".

The aim of the anti-bullying policy is to ensure that pupils in our school learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at this school.

The aims of our anti bullying policy

The aims of the school's anti-bullying strategies and intervention systems are to:

- prevent, de-escalate and/or stop any continuation of harmful behaviour in line with the Behaviour Policy

- react to bullying incidents in a reasonable, proportionate and consistent way
- safeguard those pupils who have experienced bullying and those who have been involved in the act of bullying, and to trigger actions to support these pupils

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. It may derive from an imbalance of power. Bullying can take many forms, for example

- physical
- psychological
- deriving from intellectual imbalance
- creating social isolation
- cyber-bullying via text messages or the internet),
- name calling, motivated by prejudice against particular groups on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities.
- motivated by actual differences between children, or perceived differences

Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

How do we deal with bullying?

We inform and involve parents to ensure that they are clear that we do not tolerate bullying

We publish our policy and procedures to follow if they believe that their child is being bullied.

We listen to any parental complaint about bullying and take it seriously

We resolve the issue in a way that protects the child

We ask all parents to reinforce the value of good behaviour at home

We involve pupils. All pupils understand the school's approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders

We regularly evaluate and update their approach to take account of developments in technology, for instance updating 'acceptable use' policies for computers

We implement disciplinary sanctions, defined in our behaviour policy. The consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable

We openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality. Also children with different family situations, such as looked after children or those with caring responsibilities. Schools can also teach children that using any prejudice based language is unacceptable

We use specific organisations or resources for help with particular problems. For example, we work with Shropshire Council to implement the 'transition' project in Relationships and Sex Education.

We provide effective staff training, provided by Shropshire Council

We work with the wider community such as the police and children's services

We listen and act on reports of bullying outside of school grounds.

We make it easy for pupils to report bullying so that they are assured that they will be listened to and incidents acted on.

We create an inclusive environment. Schools should create a safe environment where pupils can openly discuss the cause of their bullying, without fear of further bullying or discrimination

We celebrate success. Celebrating success is an important way of creating a positive school ethos around the issue.

Roles and responsibilities

The role of the Governing body

- Governors have the responsibility to ensure that the anti-bullying policy is in place, that it reflects school's values and practice, and is reviewed annually.
- The governing body must make, and from time to time review, a written statement of general principles to guide the head teacher in determining measures to promote good behaviour.
- Governors are informed of, and monitor, the numbers of incidents and steps the headteacher and staff have taken to deal with these.
- The Headteacher will inform the governors through the headteacher's report on a termly basis.

The role of the head teacher and staff

Policy and procedures

The senior member of staff who leads on anti-bullying is:

Sarah Hodgson (headteacher)

- if bullying is suspected or reported, the incident will be taken seriously and appropriate first steps are taken promptly by the member of staff who has been approached
- each incident will be investigated thoroughly, sensitively and effectively
- a clear account of the incident, actions taken and review date will be recorded by staff involved
- relevant staff will be kept informed and if the bullying persists they will record this and inform the head teacher/senior manager, and appropriate further action is taken (e.g. segregation, one-to-one-support, exclusion).
- parents/carers will be kept informed appropriately
- appropriate rewards and sanctions in line with the school's Behaviour Policy will be used to support the improvement of pupils' behaviour
- the school will inform the Local Authority of any discriminatory incident (e.g. racism).

Pupils who have been bullied will be supported as appropriate by:

- having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
- being reassured
- being offered support
- raising their self-esteem and confidence
- being encouraged to report further issues

Pupils who have bullied will be supported by:

- having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
- establishing what behaviour was inappropriate and why the pupil became involved
- establishing clearly what behaviour needs to change, and how the school can support this change (linked to Behaviour Policy)
- informing parents/carers of agreed actions, and establishing how they can support
- arranging a review date/time to discuss outcomes and appropriate follow-up if the issue has not completely ceased.

Curriculum

- Pupils will have opportunities to develop their understanding of the nature of bullying, to explore their own and others attitudes to bullying and to develop the skills to deal with bullying through a range of learning opportunities, for example, PSHE, The eight secrets of success, SEAL(social and emotional aspects of learning), stories and drama in English lessons and through assemblies and other school activities.
- The policy will be promoted and implemented throughout the school through curriculum studies, promotional materials, STAR input for Y6 from community support officers, Crucial Crew and input, class council awareness raising and parental involvement.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness regularly. Parental response to questionnaires will inform school, as will children's contributions. Monitoring of bullying incidents (unacceptable behaviour monitoring) will be undertaken by Headteacher and Inclusion manager and governors.

This policy was reviewed by

- pupils
- staff, all staff annually.
- parents/carers through questionnaires and informal contact
- governors

Date of policy: March 2021

Date of next review: March 2023

Other related policies

This policy is linked directly to the following policies:

- Behaviour
- Child Protection
- Confidentiality
- Equality and Diversity
- PSHE
- E safety
- Anti-Bullying Policy for Pupils (devised by pupils)