

## ANTI BULLYING POLICY

March 2021

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<b>Approved by Governors:</b>	30.3.2021
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### **Statement**

**It is everyone's responsibility to prevent bullying.**

Bullying of any kind is not tolerated at Dovers Green School. We are committed to providing a caring, friendly and safe environment for all of our children so they can learn effectively in a happy and secure atmosphere without the fear of bullying. If bullying does occur, all children should be able to tell a grown up and know that incidents will be dealt with immediately and appropriate action will be taken. We ensure the well-being of all pupils based on trust between school, parents and children. We deliver consistent teaching about bullying and we deal with it in a systematic way, involving parents, children and staff.

### **Policy links**

This policy sits within the Behaviour & Discipline Policy and is implemented in conjunction with our School Values of promoting equality and ensuring safeguarding for all members of the School Community. It is reviewed annually and communicated to all staff, parents and pupils. This policy operates within a legal framework and 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" 2020 and 'Sexual violence and sexual harassment between children in schools and colleges' guidance. We are also guided by Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools". Dovers Green is aware of the statutory responsibility to encourage good behaviour and discipline children for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives headteacher's power to regulate children's conduct when they are not on school premises. This can relate to any bullying incidents occurring anywhere off the school premises. This Policy will be implemented in conjunction with our School Aims and the following policies: Behaviour & Discipline, Complaints, PSHE, Child Protection & Safeguarding, Greensand Complaints, Greensand Whistleblowing, Equality Plan and SEND.

### **What is bullying?**

#### **Definition**

Bullying is 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)

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Bullying can take many forms and can be motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children or perceived differences. We also recognise that perpetrators of bullying may have special educational needs or be vulnerable themselves. We always consider the motivation behind bullying behaviour and where the child engaging in bullying may need support themselves.

## What does bullying look like?

<p><b>Physical Bullying</b></p> <p>e.g. hitting, kicking, taking, hiding or damaging belongings, tripping, theft -writing or drawing offensive notes/graffiti about another</p>	<p><b>Verbal Bullying</b></p> <p>e.g. name calling, taunting, mocking, insulting, making offensive remarks e.g. racist, sexist, transgender, homophobic remarks, repeated teasing, threats, sarcasm, gossiping</p>
<p><b>Emotional and Relational Bullying</b></p> <p>e.g. excluding, shunning others from group/ activity, menacing looks or stares, rude signs or gestures, belittling another's abilities or achievements</p>	<p><b>Cyber Bullying</b></p> <p>e.g. misuse of emails, images, texts, blogs, tweets, chat rooms to hurt or embarrass another using perceived anonymity</p>

There is no hierarchy of bullying - all forms are taken equally seriously and dealt with appropriately. Bullying can take place between young people, young people and staff, between staff, individuals or groups. Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

## School ethos

As part of our anti bullying ethos and on-going commitment to the safety and welfare of our children, we always promote positive behaviour and discourage bullying behaviour. At Dovers Green, all members of the school community treat each other with respect and exemplify our shared School Values. We do this through:

- **Providing a safe, secure, happy and caring environment-** ensuring diversity is openly discussed and celebrated, children are given opportunities to discuss bullying, relationships and their responses to key issues are shared and personal successes and achievements are celebrated to promote and build a positive school ethos.
- **Effective staff training & supporting staff to promote positive relationships to help prevent bullying** - ensuring staff are regularly reminded of the policies and procedures in this area and updated on information particularly in response to developments in online safety.
- **Involving pupils** - ensuring they are clear about our zero tolerance approach, by encouraging children to talk about their worries, to 'tell' if they experience or see bullying occur and by sharing clear and consistent school and playground rules; including the use of Playground Friends/ Buddy Bench. Children are encouraged to express their concerns during Pupil Voice, Pupil Questionnaires, Well-being Surveys, and School Council. We are strengthening our work in this area by developing a Well-being Working Party; joining together children, parents, staff and governors.
- **Involving parents-** ensuring that parents are involved in reviewing/ developing the anti-bullying policy and all parental concerns are taken seriously. We recognise the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages. Information is shared through Parents Forum, Parent information events and newsletters. We ensure that parents work with the school to role model positive behaviour for pupils, both on and offline. We ensure all parents/carers know about our complaints procedure (refer to complaints policy) and how to use it effectively, to raise concerns in an appropriate manner.

- **Involving staff**- ensuring effective monitoring & reporting strategies are in place and any bullying concerns are dealt with sensitively and effectively. All staff are trained, including support staff (e.g. administration staff, lunchtime support staff) to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents. Our School Values are promoted in class and through assemblies. All children are provided with visuals, social stories, comic strip conversations and Makaton, where appropriate, to communicate anxieties. Discrete PSHE lessons are taught including online safety and Anti Bullying Week.
- **Tackling discrimination**- Demonstrating that bullying is not tolerated and gives the message that no one deserves to be bullied. Recognising that some members of our community may be more vulnerable to bullying and its impact than others; which may include children with SEND.
- **Clear and well publicised systems**- ensuring a child friendly code of conduct is in place with clear de-escalation strategies and consequences for inappropriate behaviour. Restorative approaches such as 'WIBIT' are used to systematically explain how children are feeling and what actions could make them feel happier or safer.

WIBIT	
W	When you...
I	I feel...
B	because...
I	I would like you to...
T	Thank you

### Responding, Reporting and Recording Bullying

- The school ensures that all staff understand the principles and purpose of the Anti-Bullying policy, its legal responsibilities regarding bullying, how to resolve problems and where to seek support. A matter of bullying when reported will be addressed and investigated immediately by the school in partnership with the parents.
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern. The reportee will have the opportunity to tell, to be counselled and reassured by an adult. An appropriate member of staff will then effectively investigate the incident. This could be the class teacher, support staff, Year Leader, Assistant Head or Headteacher, depending on the circumstances.
- If after investigation, a bully is identified, appropriate sanctions will be applied which reflect the seriousness of the incident. All sanctions are detailed within the Behaviour and Discipline Policy. Such sanctions will be applied fairly, consistently and reasonably, taking account of any Special Educational Needs or disabilities that the pupils may have and taking into consideration the needs of vulnerable pupils. All responses to the situation will be solution focused and built upon restorative practise such as restorative conversations, social stories, circle time, individual work with children or referral to outside agencies if appropriate. The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will ensure parents/carers are kept informed about the incident and action taken, as appropriate and in line with child protection and confidentiality policies.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated and acted upon.
- Bullying incidents will be recorded on CPOMS by the member of staff who deals with the incident together with the child's class teacher. This will include recording appropriate details regarding decisions and action taken.

### Supporting Children who are involved in Bullying

Children who have been involved in bullying are supported by offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice. Children will be identified through Care Meetings and discussion with SLT/DSL. Referrals to the ELSA programme or Drawing and Talking may be made by teachers and parents will be informed of this intervention. Where necessary, further support will be offered; offering formal counselling, mediation with parents/carers or working with outside agencies to provide specialist support e.g. Early Help, Children's Services or children and adolescent mental health services (CAMHS).

## **Responsibilities and Support**

The Headteacher has overall responsibility for the policy, its implementation and in liaising with the governing body, all staff, parents/carers, LA and outside agencies. The Headteacher, in collaboration with the anti-bullying co-ordinator, will ensure that the policy is implemented, monitored to assess its effectiveness and evaluated to inform policy review. Governors, parents/ carers are involved in reviewing/ developing the anti-bullying policy to ensure they are aware that the school does not tolerate any form of bullying. The named Governor for bullying will report to Governors on a regular basis.

Bullying can take place between pupil and pupil, staff and staff and staff and pupil. We consider the pastoral care of the children and staff to be of prime importance. A common code of behaviour is expected from everyone at Dovers Green (see Behaviour Policy). All staff and volunteers at Dovers Green are expected to treat each other with a professional level of respect. We believe that all children and staff should be able to work and play without any fear of being bullied by any other person. Bullying is not tolerated and all accusations are to be taken seriously and dealt with. Where there are concerns around staff on staff bullying, these will be addressed through the Whistle Blowing policy and Code of Conduct.

## **Useful links and supporting organisations**

- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Bullying UK: [www.bullying.co.uk](http://www.bullying.co.uk)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- 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)
- The BIG Award: [www.bullyinginterventiongroup.co.uk](http://www.bullyinginterventiongroup.co.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)
- 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)