

Holgate Primary School & Nursery Sutton Road Primary School

Anti Bullying Policy

June 2023



At the schools within our collaboration, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background. All staff are expected to uphold and promote the fundamental principles of British values, and as such, the schools within our collaboration are fully committed to safeguarding and promoting the welfare of all our pupils including protection against radicalisation. We therefore aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life. Our core purpose, values and ethos is embodied in our mission that everyone takes:

P= personal
R= responsibility
I = in
D= delivering
E= excellence

Frequency of Review: Annually

Reviewed and Approved by: The Combined Committee of the Governing Body

Date: June 2023

Date of Next Review: Summer 2024

Reviewer: Sally Harvey - Executive Inclusion Leader

Signed:  (Chair of Governing Body) Date: 28/06/2023

Introduction

At the schools within our collaboration, namely Sutton Road Primary School and Holgate Primary School we aim to provide an inclusive, safe, caring and friendly environment for learning for all our pupils to allow them to improve their life chances and help them maximise their potential. This includes encouraging open discussion around differences between people and celebrating diversity.

We recognise that our schools have a responsibility to have an understanding of the community they serve and to respond to identified concerns including proactively teaching children about potential threats to their health and safety. We therefore adopt a contextual approach to bullying and child on child abuse, working with families and outside agencies where appropriate.

We expect pupils to act safely and feel safe in school, including that they understand the issues relating to all forms of bullying and that they feel confident to seek support from school should they feel they or others are unsafe. We would also want parents/carers to feel confident that their children are safe and cared for in school and that incidents, if/when they do arise, are dealt with promptly, effectively and well.

The school is aware of its legal obligations including the Equality Act 2010. This means as well as taking into account the context of any concerns which need addressing, we will consider where a pupil may have a protected characteristic. This will include ensuring any action taken by the school has taken into account their needs and that any actions taken by the school do not put the pupil at greater harm.

Policy Development

This policy was formulated in consultation with the whole school community with input from:

- Members of staff- (through regular agenda items at staff meetings, consultation documents, surveys)
- Governors – (discussions at governor meetings, training,)
- Parents/carers – (parents will be encouraged to contribute by taking part in written consultations and parent meetings)
- Children and young people – (pupils contribute to the development of the policy through the school forums, PSHRE curriculum, Talking points, circle time discussions etc.)

This policy is available online at <https://www.holgateprimary.org> / <https://www.suttonroad.org> or via the school office.

Roles and responsibilities

The Executive Head and Heads of Schools – Has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and will have general responsibility for handling the implementation of this policy.

The Senior Leadership Team have responsibility for:

- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Coordinating strategies for preventing bullying behaviour

Safeguarding is the responsibility of all staff; however all staff, parents and pupils need to be aware of who to report to and how to report any safeguarding concerns.

The Anti –bullying Coordinator in our school is: - Sally Harvey – Executive Inclusion Leader

The responsibilities are: -

- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Assessing and coordinating training and support for staff and parents/carers where appropriate

The nominated Governor team with the responsibility for Anti- bullying is: The Early Years & Self-Improvement Team – namely:

- Rebecca Jackson (HP & SR)
- Matt Bodell (HP) and Lauren Waterson (HP)
- Sam Bray (SR)

Definition of Bullying

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.

www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/what-bullying/aba-definition-bullying

We reinforce the message to pupils that bullying is Several Times, On Purpose and use the acronym S.T.O.P to remind pupils of this. Behaviour often associated with bullying

Baiting

Baiting can be used in bullying both on and offline. It can be used to bully someone to get 'a rise' out of them and it can be used to antagonize those who might be bullying others to get them to bully. Sometimes baiting is used secretly to try and get a person to explode in a rage or react negatively/loudly so that they get into trouble.

Banter

The dictionary describes banter as: 'the playful and friendly exchange of teasing remarks'. Bullying is often justified as being just banter. It may start as banter, but some types of banter are bullying and need to be addressed as bullying.

Types of Banter

- Friendly Banter- There's no intention to hurt and everyone knows its limits
- Ignorant Banter- crosses the line with no intention to hurt, will often say sorry.
- Malicious Banter- Done to humiliate a person-often in public

Child on Child Abuse

This can include but is not limited to:-

- Bullying including cyberbullying
- Sexual violence and sexual harassment

- Physical abuse
- Sexting
- Initiation/hazing, violence and rituals (See Child on Child Abuse Policy for full details)

Sexist and sexual bullying

Sexual Harassment –unwanted contact of a sexual nature which can occur on and offline This behaviour is considered to violate a child’s dignity and /or make them feel intimidated, degraded or humiliated and /or create a hostile, offensive or sexualised environment. Again this needs to be considered by cross referencing with the Child on Child policy but the initial response from staff will be the same as any reported bullying incident and dealt with in a contextual way.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying and peer on peer abuse. If the target or alleged perpetrator might be in danger then intervention is urgently required including a safeguarding referral.

What does bullying look like?

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals such as false friendships, criminal exploitation, sexual exploitation and radicalization.
- Links to non-contact or contact – refer to the child-on-child abuse policy

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’.

Bullying can take place between:

- young people
- young people and staff
- between staff
- individuals or groups

Why are children and young people bullied?

Specific types of bullying include:

Prejudice Related Bullying

Under the Equalities Act 2010 it is against the law to discriminate against anyone because of:

- age
- being or becoming a trans person
- being married or in a civil partnership
- being pregnant or having a child
- disability
- race including colour, nationality, ethnic or national origin, including Gypsy, Roma, Traveller heritage
- religion, belief or lack of religion/belief
- sex /gender
- sexual orientation

These are called 'protected characteristics'.

As part of the requirement on schools to promote fundamental British values, schools must proactively challenge derogatory and discriminatory language and behaviour including that which is racist, homophobic, biphobic, transphobic and disabilist in nature. We will record these types of bullying, even that which represents a one-off incident.

Other vulnerable groups include

- bullying related to appearance or health
- bullying of young carers or looked after children or otherwise related to home circumstances

Although the above do not currently receive protection under the Equality Act 2010, bullying for these reasons is just as serious. There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Prejudice Related Language

Racist, homophobic, biphobic, transphobic and disabilist language includes terms of abuse used towards people because of their race/ethnicity/nationality; because they are lesbian, gay, bisexual, or trans, or are perceived to be, or have a parent/carer, sibling, or friend who is; because they have a learning or physical disability. Such language is generally used to refer to something or someone as inferior. This may also be used to taunt young people who are perceived to be different in some way or their friends, family members or their parents/carers are perceived to be different.

In the case of homophobic, biphobic and transphobic language particularly, dismissing it as banter is not helpful as even if these terms are not referring to a person's sexual orientation or gender identity they are using the terms to mean inferior, bad, broken or wrong. We will challenge the use of prejudice related language in our school even if it appears to be being used without any intent. Persistent use of prejudice related language and/or bullying will be dealt with as with any other form of bullying.

Where does bullying take place?

Bullying is not confined to the school premises. It also persists outside school, on the journey to and from school and in the local community and may continue into Further Education.

The school acknowledges its responsibilities to support families if bullying occurs off the premises.

Cyberbullying

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims.

Cyberbullying can take many forms and bullying online can often start in school and then be progressed online or start online and influence behaviour in school.

Whilst most incidents of Cyberbullying occur outside school we will offer support and guidance to parents/carers and their children who experience online bullying and will treat Cyberbullying with the same severity as any other form of bullying.

Cyberbullying can include:-

- hacking into someone's accounts/sites
- Posting prejudice /hate messages
- Impersonating someone on line
- Public posting of images
- Exclusion
- Threats and manipulation
- Stalking

We will ensure that our children are taught safe ways to use the internet (see our online safety policy) and encourage good online behaviour. Acceptable use Policies are shared and displayed. E-Safety and Internet Safety Day are taught within our curriculum. Parents and Carers are invited to be involved in these initiatives.

Reporting and responding to bullying

Our schools have clear systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders).

Pupils are reminded of the definition that bullying is Several Times, On Purpose. We are launching the acronym S.T.O.P 2: Start Telling Other People to reinforce to pupils the importance of raising their worries and concerns, including a bystanders.

Procedures

All reported incidents will be taken seriously and investigated involving all parties. The staff is aware of and follows the same procedures.

Staff will take the following steps:

- Interviewing all parties including target, bully and all others involved
- Informing parents/carers involved at an appropriate stage, judged through professional judgement and discussion with senior leadership team colleagues
- Consider the context of individual cases including any protected characteristics for target and victim and how this may influence any actions taken
- Implementing appropriate disciplinary sanctions in accordance with the school's Behaviour Policy. These should be graded according to the seriousness of the incident but should send out a message that bullying is unacceptable
- Being clear that responses may also vary according to the type of bullying and may involve other agencies where appropriate
- Following up all reported incidents, in particular keeping in touch with the person who reported the situation and parents/carers to check the effectiveness of actions and reassess if necessary.
- Having a clear complaints' procedure for parents/carers who are not satisfied

with the school's actions.

- Having a range of follow-up responses and support appropriate to the situation for all involved such as - solution focused, restorative approach, circle of friends, individual work with victim, perpetrator, bystanders and others affected by the bullying, referral to outside agencies if appropriate
- Liaising with the wider community if the bullying is taking place off the school premises i.e. in the case of cyberbullying or hate crime
- Liaise with the DSL if there are any safeguarding issues to consider- who may refer on to the MASH
- Refer to the Nottinghamshire County Council Pathways to Provision and complete an EHAF if appropriate

Recording bullying and evaluating the policy

Bullying incidents are formally and digitally recorded using CPOMS, an online system for the recording of incidents. The incident will be logged by the member of staff who deals with the incident, will link any other members of staff and any other pupils involved and will be added to as an ongoing incident should further conversation or actions arise.

Prejudice related bullying/incidents should no longer be reported to the local authority. However, it is important that schools still record these for their own information and to inform planning of interventions.

Information stored in our schools will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in our collaboration and in further development of the policy. This information will be discussed by staff in regular staff meetings and in Curriculum planning.

This information will be stored in accordance with GDPR

The record of recorded bullying incidents is shared, in the headteacher's report, at a termly meeting of the Full Governing Body.

The policy will be reviewed and updated every year.

Strategies for preventing bullying

As part of our ongoing commitment to the safety and welfare of our pupils we at the schools within our collaboration, namely Sutton Road Primary and Holgate Primary Schools have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- STOP – Several Times On Purpose strategy S.T.O.P 2: Start Telling Other People
- Ensuring that the school actively promotes the celebration of difference and diversity as part of their core values
- E-Safety in the curriculum
- Anti-Bullying week annually in November
- Safer Internet Day in February
- PSHE/Citizenship lessons, drop down days and cross curriculum themes
- Celebration events
- Specific curriculum input on areas of concern such as cyber bullying and internet safety
- Student voice, school forums
- Peer mentoring schemes and/or Playground Buddying and other student lead initiatives

- Talking Points curriculum
- Small group work specific initiatives for identified groups such as young people whose first language is not English, SEND/disabled students, children who have been bullied or are displaying bullying behaviour
- Support for parents/carers including parent information events/ information-on the school website
- Support for all school staff
- Staff training and development for all staff including those involved in lunchtime and before and after school activities
- Encouraging all staff to model expected behaviour
- Staff training around curriculum delivery of PSHE related curriculum areas

Links with other policies / documents	Why
Behaviour Policy	Rewards and sanctions, Codes of conduct
Safeguarding Policy	Child protection
E-safety and Acceptable use policy	Cyber bullying and online safety
Equalities policy	Prejudice related crime (homophobia, race, religion and culture and SEN/disability)
Confidentiality Policy	Reporting and recording
PSHE/Citizenship	Strategies to prevent bullying
Complaints' Policy	Guidelines to make a complaint if families are not happy with the school's response
Child On Child Abuse Policy	Guidelines to support school in meeting Statutory duty related to safeguarding
Keeping Children Safe In Education document (KCSIE)	Relates to dealing with Child-on-Child abuse and Bullying