

West Exmoor Federation



Anti-Bullying Policy

Revised February 2019

West Exmoor Federation Anti-Bullying Policy

Rationale

Within the West Exmoor Federation, we firmly believe that every child in our care has the right to feel safe, secure and happy in school and in all school activities. We recognise the seriousness of all forms of bullying and the deeply damaging impact it can have on those involved. We recognise the value of talking about bullying and of equipping children with strategies for dealing with bullying should they encounter it.

Aims

Through increasing awareness of bullying, we aim to:

- provide a safe environment for our children, where they feel secure, confident and happy
- reduce the incidence of bullying in school
- improve the children's ability to recognise forms of bullying
- equip children with strategies to deal with bullying (whichever role they may play in bullying situations)

Our federation 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 children are aware that all bullying concerns will be dealt with sensitively and effectively; that children feel safe to learn; and that children 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 federation 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 appropriate¹

Definition of bullying²

Bullying is “**Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally**”.

- Deliberately hurtful
- Ongoing (it is not the same as random unprovoked aggressive acts)
- Unequal and difficult to counteract by the person being bullied (it involves a power imbalance – this can result from size, number, status or as a result of having access to limited resources)
- Can be indirect or direct
 - physical (e.g. hitting or kicking)
 - verbal (e.g. abuse or name-calling)
 - non-verbal (e.g. gestures and looks)
 - psychological (e.g. excluding or threats)

Bullying includes: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

¹ Adapted from Bullying – A Charter for Action, DCSF

² Adapted from Safe to Learn, Embedding anti-bullying work in schools, DCSF, 2007

We recognise the specific guises and problems associated with cyber-bullying and teach our children how to stay safe. We provide information for parents on the nature and risks of cyber-bullying and on how to help protect and inform their children.

Forms of bullying covered by this Policy

People are bullied for a variety of reasons. Bullying can happen to anyone.

This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber-bullying

This policy also covers the bullying of federation staff, by children, parents or other staff.

There is no hierarchy of bullying and no form of bullying is tolerated within the West Exmoor Federation. We are a **TELLING** federation: we encourage and support all members of our federation community to report bullying and are committed to finding solutions that work.

Our Whole Federation Approach

The West Exmoor Federation approach to tackling bullying is both preventative and reactive.

We use a variety of PSHE materials and approaches to develop self awareness, personal management of feelings, motivation, empathy and social skills in all our children. We actively teach children strategies for developing behavioural skills which create positive relationships and the necessary skills for identifying and coping with potential bullying behaviour. (see Behaviour Policy). Our learning about bullying focuses specifically on the bullying that sometimes happens between children, on the feelings involved and on the varied roles that people take on within bullying situations; the person(s) displaying bullying behaviour, the person(s) being bullied and the 'witnesses' or by-standers.

Our whole federation ethos both within and outside of classrooms is one based on respect and consideration for all, listening to our own and others' feelings, and a strong behavioural code developed and continually reviewed by our whole school community.

As a federation community we understand that there are different roles within bullying. We discuss these roles with our children. We also understand that the same child can adopt different roles at different times, or indeed at the same time.

- The ring-leader, the person who through their social power can direct bullying activity.
- Assistants/associates who actively join in the bullying (sometimes because they are afraid of the ring-leader).
- Reinforcers who give positive feedback to the bully, perhaps by smiling or laughing.
- Outsiders/bystanders who stay back or stay silent and thereby appear to condone or collude with the bullying behaviour.
- Defenders who try and intervene to stop the bullying or comfort children who experience bullying.

Identifying and responding to bullying

We:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Are pro-active in early identification of pupils who may be at risk

- Use data e.g. deteriorating attendance, poor punctuality, lack of progress and diminishing achievement as potential indicators of vulnerability to, or suffering from bullying
- Consider emotional, behavioural and physical problems as potential signs of bullying.
- Actively provide systematic opportunities to develop children's social and emotional skills, including their resilience
- Consider opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the Federation Council and Associate Governors
- Train all staff to identify bullying and follow anti-bullying policy and procedures.
- Carefully select appropriate strategies and external support where this is needed (see Safeguarding Policy)

Dealing with bullying incidents

For children who experience bullying behaviour

- Talk to their teacher or another member of staff of their choice about their experiences
- Immediate steps to ensure they feel safe again e.g. additional focused circle time
- A meeting between the child's teacher and/or headteacher and the child's parents/carers to discuss what has happened and agree a programme of support (follow-up discussions planned)
- Support with Teaching Assistant - 1:1 discussion and activities to rebuild self-esteem, confidence and resilience
- Individual/small group work with teaching to practise positive strategies that might reduce the occurrence of bullying

For children who engage in bullying behaviour

- A meeting between the headteacher and the child's parents/carers to discuss what has happened and agree a programme of support (follow-up discussions planned)
- Talk with class teacher about what has happened
- Individual/small group work with Teaching Assistant to reflect on their behaviour and help them to face up to the harm they have caused
- Individual/small group work with Teaching Assistant to support the development of social and emotional skills and behaviour
- Individual/small group work with Teaching Assistant to learn the steps they need to take to repair the harm they have caused and ensure they can make a choice to avoid bullying behaviour in the future.

For parents/carers

- Assurance that the West Exmoor Federation does not tolerate bullying and that the federation systems will deal with the bullying in a way that protects their child.
- Clear communication from school about the activities and programmes undertaken with their child
- Awareness of the procedures to use if they are concerned their child is being bullied or engaged in bullying behaviour

For the headteacher, governors and other school staff

We:

- Promote a federation climate where bullying and violence are not tolerated and cannot flourish
- Continually develop best practice based on knowledge of what works
- Use cross curricular opportunities to address bullying
- Are clear about roles and responsibilities in preventing and responding to bullying
- Are aware of the importance of modelling positive relationships

Involvement of children

We:

- Regularly canvass children's views on the extent and nature of bullying
- Ensure children know how to express worries and anxieties about bullying
- Ensure all children are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve all children in ongoing anti-bullying awareness and campaigns in schools
- Involve all children in reviewing and developing anti-bullying work and policy
- Publicise the details of helplines and websites
- Offer support to children who have been bullied
- Work with children who have been bullying in order to address the problems they have

Liaison with parents and carers

We will ensure that parents/carers:

- Know whom to contact if they are worried about bullying
- Know about our complaints procedure and how to use it effectively
- Know where to access independent advice about bullying
- Are canvassed by the federation to review our anti-bullying work and policy.

Links with other school policies

This Policy links with a number of other school policies including:

- Complaints Policy
- Behaviour Policy
- Confidentiality Policy

Monitoring and Review

We will review this Policy at least once every two years, more often if there is an identified need to do so. Children, staff and parents/carers will be involved in reviewing and developing ongoing anti-bullying work.

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

Sources of Further Information, Support and Help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children may find useful.

Name of organisation	Telephone number	Website
Act Against Bullying	0845 230 2560	www.actagainstbullying.com
Advisory Centre for Education (ACE)	0207 704 3370	www.ace-ed.org.uk
Anti-bully	not available	www.antibully.org.uk
Anti-Bullying Alliance (ABA)	0207 843 1901	www.anti-bullyingalliance.org.uk
Anti-bullying Network	0131 651 6103	www.antibullying.net
Beatbullying	0845 338 5060	www.beatbullying.org.uk
Bully Free Zone	01204 454 958	www.bullyfreezone.co.uk

Bullying Online	020 7378 1446	www.bullying.co.uk
BBC	not available	www.bbc.co.uk
Childline	0800 1111 (helpline for children)	www.childline.org.uk
NSPCC	0207 825 2500	www.nspcc.org.uk
Parentline Plus	0808 800 2222	www.parentlineplus.org.uk
The Children's Legal Centre	0800 783 2187	www.childrenslegalcentre.com
The Office of the Children's Commissioner	0844 800 9113	www.childrenscommissioner.org.uk
UK Government Website	not available	www.direct.gov.uk