Cranbrook Church of England Primary School

Anti-Bullying Policy 2017

Written by: KCC **Reviewed by: Kath Gilbert**	
Agreed by governors:	
To be reviewed:	

Signed by Chair of Governors:	
Signed by Headteacher:	

Policy objectives:

- This policy outlines what Cranbrook Church of England Primary School will do to prevent and tackle all forms of bullying.
- The policy has been shared with the whole school community and we are committed to developing an anti-bullying culture where no bullying of children, young people or adults, will be tolerated.

Our school community:

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports all members of staff to promote positive relationships to prevent bullying.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- 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.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Reports back to parents/carers regarding their concerns about 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 other relevant organisations when appropriate, for example 'Salus'.

Definition of bullying

Our school defines bullying as:

"Repeated behaviour by an individual or a group, which intentionally hurts others either physically or emotionally"

Bullying can include repeated behaviours of: name calling, taunting, mocking, making offensive comments, kicking, hitting, pushing, spitting, taking belongings, gossiping, excluding people from groups, refusing to talk to a person or spreading hurtful and untruthful rumours.

This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone text, instant Messenger, through websites and social networking sites, and sending offensive or degrading images by phone or via the internet.

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, beliefs, or culture;
- Bullying related special educational needs (SEN) or additional needs;
- Bullying related to appearance or physical/mental health difficulties or disability;
- Bullying related to sexual orientation (homophobic bullying) including the use of homophobic language;
- Bullying of young carers or looked after children (LAC) or otherwise related to home circumstances;
- Sexist, sexual and transphobic bullying, including the use of transphobic language
- Cyberbullying;
- Other prejudice based bullying not identified above.

Preventing, identifying and responding to bullying

The school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all;
- Listen and take time to talk to children and young people who disclose bullying, take what they say seriously and investigate the situation;
- Work closely with staff and outside agencies to identify all forms of prejudice-driven bullying;
- 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 to parents/carers;
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council;
- Train all teaching and support staff including lunchtime, administration and site support staff to identify all forms of bullying, following the schools policy and procedures (including recording and reporting incidents of bullying);
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied;
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring;
- Work with other agencies and the wider school community to prevent and tackle concerns;
- Celebrate success and achievements to promote and build a positive school ethos;
- Encourage the school community to use technology, especially social media, positively and responsibly.

Involvement of pupils

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying;
- Ensure that all pupils 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 pupils in anti-bullying campaigns in schools and embed anti-bullying messages in the wider school curriculum;
- Publicise the details of helplines and websites using various methods;
- Offer support to students who have been bullied and to those who are bullying in order to address any underlying issues they may have;
- Ensure that pupils understand that we are a 'TELLING school'. This means that it is everyone's responsibility to tell someone in school if they think bullying is happening to them or others so that we can help.

Liaison with parents and carers

We will:

- Ensure that all parents/carers know who to contact if they are worried about bullying;
- Report back to parents/carers regarding their concerns about bullying as quickly as reasonably possible;
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, promoting this by its inclusion on the policy area of the school website;
- Work with all parents/carers and the local community to address issues beyond the school gates that have an immediate effect on wellbeing and that give rise to bullying.

We expect parents/carers to:

- Inform the school of any suspected bullying, even if it does not involve their child;
- Encourage their child to report bullying to a member of staff using the 4 W's: Who, What, Where and When;
- Inform their child(ren) not to retaliate through violence in any situation;
- Work in partnership with the school and listen to evidence if their child has been accused of bullying;
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

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 and civil law. These may include (but are not limited to):

- 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

It is the responsibility of:

- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably;
- School Governors to take a lead role in monitoring and reviewing this policy;
- Governors, the Headteacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly;
- Staff to support and uphold the policy;
- Students to abide by the policy;
- Parents/carers to support their children and work in partnership with the school;

Reporting Concerns

Should a parent/ carer have a concern regarding their child/ another child being bullied, the following procedures should be followed:

- Parent/ carer should report concerns to the class teacher, or to a senior member of staff.
- Parents of the perpetrator may also be questioned about the incident or about any concerns that they may have.
- The child displaying unacceptable behaviour will have the issue discussed with them by the class teacher or senior leader, and if appropriate will be asked to apologise. Other consequences may also take place. Wherever possible, the pupils will be reconciled.
- In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others.
- In serious cases (this is defined as children displaying an on-going lack of response to sanctions, with no change of behaviour and an unwillingness to alter behaviour choices) support from behaviour outreach, reduced timetables and fixed term exclusions may be considered. In severe and extreme cases, permanent exclusion would also be considered.
- During and after the incidents have been investigated and dealt with, each case will be recorded in the bullying log and monitored to ensure repeated bullying does not take place. Parents/ carers who reported initial concerns will be informed of the actions carried out and the outcome.
- The safeguarding governor will be informed of any incidents recorded in the log, along with incidents, sanctions and reconciliation.

Monitoring and review, putting policy into practice:

The Governor leading on safeguarding will report on a regular basis to the governing body on incidents of bullying and outcomes. Any issues identified through the monitoring of this policy will be incorporated into the school action plan. The school has a named Anti-Bullying Co-ordinator who is responsible for how the school uses the guidance by the Dfe, the Anti Bullying Alliance (ABA) and Project Salus to inform its action planning to prevent and tackle bullying.

The named Anti-bullying co-ordinator who is responsible for co-ordinating and strengthening the schools' approach to anti-bullying is: Kath Gilbert (Learning and Behaviour Mentor)