



ANTI-BULLYING POLICY

Crofton Infant and Junior Schools are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Staff Responsible:	Head Teacher
Date of Review:	January 2018
Date of Next Review:	January 2019

SUMMARY OF CHANGES

Date	Change
January 2018	Policy rewritten to follow exemplar policy.

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1) Aims

This policy outlines what Crofton schools will do to prevent and tackle all forms of bullying. Crofton is committed to developing an anti-bullying culture where the bullying of adults and children is not tolerated in any form.

2) Legislation

This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also takes into account the DfE statutory guidance “Keeping Children Safe in Education” 2016. The school has read Childnet’s “Cyberbullying: Understand, Prevent and Respond: Guidance for Schools”.

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):

- o The Education and Inspection Act 2006, 2011
- o The Equality Act 2010
- o The Children Act 1989
- o The Education (Independent School Standards) Regulations 2014 (if *appropriate*)
- o Protection from Harassment Act 1997
- o The Malicious Communications Act 1988
- o Public Order Act 1986

3) Responsibilities

Head Teacher

It is the responsibility of The Head Teacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.

Governors

School governors take a lead role in monitoring and reviewing this policy.

Staff

All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.

Parents and Children

Parents and carers have a responsibility to support their children and work in partnership with the school, and children must follow the policy.

4) Definition of Bullying

- Bullying is “Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)
- Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying can be a form of peer on peer abuse and can be emotionally abusive; it can cause severe and adverse effects on children’s emotional development.

Bullying **is not** a one off incident. Isolated incidents do not meet the definition of bullying.

5) Forms of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- o Bullying related to race, religion, nationality or culture
- o Bullying related to SEND (Special Educational Needs or Disability)
- o Bullying related to appearance or physical/mental health conditions
- o Bullying related to sexual orientation (homophobic bullying)
- o Bullying of young carers, children in care or otherwise related to home circumstances
- o Sexist, sexual and transphobic bullying
- o Bullying via technology, known as online or cyberbullying

6) Preventing, Identifying and Responding to Bullying

The Crofton community recognises that bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our schools can help to create safe, disciplined environment, where pupils are able to learn and fulfil their potential.

To do this effectively, we will:

- monitor and review our anti-bullying policy and practice on a regular basis.
- support staff to promote positive relationships, to help prevent bullying.
- recognise that some members of our community may be more vulnerable to bullying and its impact than others; being aware of this will help us to develop effective

strategies to prevent bullying from happening and provide appropriate support, if required.

- intervene by identifying and tackling bullying behaviour appropriately and promptly.
- ensure our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- require all members of the community to work with the school to uphold the anti-bullying policy.
- report back to parents/carers regarding concerns on bullying, dealing promptly with complaints.

What does the School do to try and eliminate bullying?

The School takes bullying very seriously and thoroughly investigates all reported incidents. We continually promote our expectation of high standards of behaviour by:

- being good role models and not using bullying methods of teaching
- positive class teaching, providing opportunities within the curriculum to discuss bullying issues e.g. using improvisation and drama to explore the issue
- using assemblies to promote and foster a positive school ethos
- giving children the opportunity to talk about incidents of bullying, aggressive behaviour or ostracism during circle time and thinking time lessons
- commanding appropriate behaviour and showing disapproval of unacceptable behaviour
- teaching pupils how to talk through their disputes, rather than using aggression or bullying
- teaching children about bullying, why it is damaging and where children can get help
- supporting people who do bully to change their behaviour patterns
- helping people to build positive self- images

How do we support the victims of bullying?

Initially we feel it is important to listen carefully to, and believe the recipient's perception of what has happened, to reassure them that they have acted correctly by telling an adult. The recipient will be asked to explain fully what has happened and asked questions in a non-judgemental way so they are not made to feel that they are responsible for the behaviour, or that their complaint is trivial or time wasting.

The accused perpetrator of the bullying will be questioned and listened to along with any reliable witnesses. Having listened to both accounts, if it is felt that further action is necessary the parents of both children will be contacted.

Children who have been the victim of bullying can expect support in the following ways:

- by letting them know that the School fully supports them
- by reassuring them that the behaviour will be dealt with
- by ensuring that they receive an apology from the bully

- by giving them support to re-build their confidence and be more assertive
- by providing children with a 'safe haven' during break times where they can feel secure and comfortable

How does the school deal with perpetrators of bullying?

We believe that education and awareness raising is the most effective way of dealing with children who have learned bullying. Our aim is to get the person who has been using bullying behaviour to feel concern for the victim. The parents of children who have been accused of bullying will be contacted straight away and made fully aware of the allegations. Perpetrators of bullying will have to account for their actions and apologise to their victims. A restorative approach will be used to try to resolve any conflict and repair relationships.

The School may impose sanctions, proportionate and reasonable actions, as set out in the Behaviour and Discipline Policy for any incident of bullying that is confirmed. This can involve bullying actions that are not on school premises; for example, when using transport or online, etc. In serious cases proportionate and reasonable action could include suspension or even exclusion. This policy is an extension of the CSAT Behaviour Policy.

What will we do to try to Prevent bullying

The whole 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.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as children looked after or those with caring responsibilities.
- Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create “safe spaces” for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.

What we will do to Involve Parents and Carers

- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers
- Ensure all parents/carers know who to contact if they are worried about bullying
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

7.Cyberbullying

When responding to cyberbullying concerns, the school will:

- act as soon as an incident has been reported or identified.
- provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- take all available steps where possible to identify the person responsible. This may include:
 - identifying and interviewing possible witnesses;
 - contacting the service provider and the police, if necessary.
 - work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
 - confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - advising those targeted not to retaliate or reply;
 - providing advice on blocking or removing people from contact lists;
 - helping those involved to think carefully about what private information they may have in the public domain.

7) Monitoring and review: putting policy into practice

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The Head Teacher will be informed of bullying concerns, as appropriate.

- The Head Teacher will report on a regular basis to the governing body on incidents of bullying.

8) Links with other school policies and practices

This policy links with a number of other school policies, practices and action plans including:

- o Behaviour and discipline policy
- o Complaints policy
- o Child protection policy
- o Confidentiality policy
- o Online safety and Acceptable use policies (AUP)