



Anti-Bullying Policy			
Date	Review Date	Lead Person	Nominated Governor
Summer 2017	Summer 2020	Head Teacher	Chair of Governors

Aims of the Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Our school aims and values, along with our Behaviour Policy, PHSE curriculum and RE curriculum, SEAL work (Social and Emotional Aspects to Learning) and the ways in which we promote the Spiritual, Moral, Social and Cultural development of our pupils, all underpin our school ethos and help to prevent bullying occurring in the first place.

Definition of Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)

Bullying includes actions/behaviours taken because of a person's age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Cyber Bullying

Cyber bullying is any form of bullying which takes place online or through smartphones and tablets. It can include:

- sending offensive, rude, and insulting messages and being abusive.
- sending information (including photographs) about another person that is fake, damaging and untrue
- repeatedly sending messages that include threats of harm, harassment, intimidating messages, or engaging in other online activities that make a person afraid for his or her safety
- intentionally leaving someone out of a group such as group messages, online apps, gaming sites and other online engagement.
- sharing personal information about another or tricking someone into revealing secrets and forwarding it to others

Statutory duty of schools

Every school must have measures in place to prevent all forms of bullying. The following paragraphs (in italic font) are taken from the DfE publication **Preventing and Tackling Bullying** (October 2014):

The Education and Inspections Act 2006 Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst



pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'.

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Signs of Bullying

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in school.

Schools' teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Implementation

The following steps may be taken when dealing with incidents of bullying:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the head teacher. The head teacher will interview all concerned and will record the incident
- School staff will be kept informed
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned



Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- creating an individual code of conduct
- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps may be taken:

- official warnings to cease offending
- exclusion from certain areas of school premises
- fixed-term exclusion
- permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHCE, circle time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.