



# **Anti Bullying Policy**

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<b>Date of Next Review</b>	September 2023	<b>Responsibility</b>	<i>Mrs M Mounfield</i>
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		Date.....	

This policy is based on DfE guidance "[Preventing and Tackling Bullying](#)" July 2017 and supporting documents. It also considers the DfE statutory guidance "[Keeping Children Safe in Education](#)."

The school has also read Childnet's "[Cyberbullying: Understand, Prevent and Respond: Guidance for Schools](#)" and DfE research into anti-bullying practices: [www.gov.uk/government/publications/approaches-to-preventing-and-tackling-bullying](http://www.gov.uk/government/publications/approaches-to-preventing-and-tackling-bullying)

### Statement of Intent

At North Duffield Primary School, we work with relentless consistency to enable **all** our children to achieve our school vision, "**Growing Learners for Life,**" **Every child will make good or better progress through the high quality teaching they will receive and their engagement with our diverse, absorbing and exciting curriculum which provides appropriate and relevant enrichment experiences.**

We model and promote an inclusive ethos, so our learners are flexible, imaginative, responsible and confident life-long learners who value "Rights, Respect, Responsibility and Independence." The fundamental British values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those of different faiths and beliefs are promoted throughout our school curriculum and our whole school ethos. This ensures that all children, including those with SEND or medical conditions, have the same opportunities and expectations placed upon them as all other young people.

Everyone at North Duffield Primary School has the right to feel welcome, secure and happy. It is the responsibility of the Governing Body and Headteacher to ensure that all members of the school community work within a safe and enabling environment. Our Anti-Bullying Policy has been developed in line with the school's vision, aims and values.

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## **1. Aims and Objectives**

It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying and inclusive ethos in the school.

**Our objectives for this policy are;**

- For all governors, teaching and non-teaching staff, children and parents to have an understanding of what the different forms of bullying are and how to deal with them
- To eliminate discrimination in line with the principles of the Equality Act 2010.
- To prevent bullying in all forms, wherever possible through the planned and effective teaching relating to the issues surrounding it.
- To deal with incidents of bullying quickly and effectively so that they do not reoccur
- To intervene where bullying is identified and put disciplinary measures in place to ensure it stops.
- To meet the needs of all pupils, especially those who are vulnerable and put in place measures which support victims and those who may be carrying out bullying.
- To ensure that parents/carers understand what to do if they feel their child is being bullied or bullying others.
- To ensure all pupils understand what to do and what help to expect if they feel they are being bullied and how to report it.
- To ensure that differences between people which can lead to bullying are regularly discussed in the curriculum (e.g. religion, ethnicity, disability, race, gender, family/home background or sexuality and in line with updated statutory guidance).
- To use specific organisations and the school Pastoral Officer to support those affected by bullying.
- To create a positive, open climate where all children are free to express themselves and an environment which reflects and celebrates the diversity and tolerance of modern Britain.

## **2. Responsibilities**

It is the responsibility of:

- The headteacher 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 to take a lead role in monitoring and reviewing this policy. All staff, including governors, senior leadership, and teaching and non-teaching staff, to support, uphold and implement this policy accordingly. All stakeholders should:
  - Report incidents of bullying to senior leaders and deal with them in line with this policy and the positive behaviour policy
  - Familiarise themselves with this Anti-Bullying Policy and have an awareness of how their work contributes to its implementation.
  - Work to promote the principles and ethos of the Anti-Bullying Policy through their own work with and around children.
  - Recognise Anti-Bullying as a shared responsibility.
  - Support the implementation and monitoring of the Anti-Bullying Policy.
  - Promote inclusion and diversity through the curriculum and school

environment, including the learning resources they utilise.

- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

### **3. Key Contacts**

**Nominated Member of the Leadership Team responsible for this policy:**

Mr A Russell- Headteacher

**Designated Safeguarding Lead:**

Mrs M Mounfield- Assistant Headteacher

**Deputy Designated Safeguarding Lead:**

Mrs J Smith- Pastoral Support Officer

**Named Safeguarding Governor:**

Mr R Hemingway

### **4. Definition**

Bullying can be defined as "behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017)

**Bullying is not** when children have the odd argument, fall out or engage in a one-off tussle.

- 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 is recognised by the school as being a form of child on child abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

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

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying

- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
  - Bullying related to race, religion, faith and belief and for those without faith
  - Bullying related to ethnicity, nationality or culture
  - Bullying related to Special Educational Needs or Disability (SEND)
  - Bullying related to sexual orientation (homophobic/biphobic bullying)
  - Gender based bullying, including transphobic bullying
  - Bullying against teenage parents (pregnancy and maternity under the Equality Act)

## **5. Prevention**

Prevention is better than cure, so at North Duffield Primary School, we will be vigilant for signs of bullying and always take reports of incidents seriously. As part of the school's PSHE curriculum, assemblies (In school and external visitors) and pastoral support we will reinforce the ethos of the school and help children to develop strategies to combat bullying-type behaviour.

North Duffield Primary School aims to provide children with a rich and diverse curriculum which demonstrates the diversity in society and the basic values of tolerance and understanding. We will endeavour to ensure children understand the protected characteristics of equality and diversity relevant to their age.

We will ensure that the school environment represents these characteristics through displays and learning materials.

Our Behaviour Policy has clear expectations all stakeholders will follow and demonstrate as good role models throughout the school community. Our expectations are to:-

- **Listen carefully to each other**
- **Follow instructions**
- **Speak politely to everyone**
- **Be kind and respectful to others**
- **Always try your hardest and do your best**

All children are regularly told that they must report any incidents of bullying to an adult within the school, and if another pupil tells them that they are being bullied or if they see bullying taking place, it is their responsibility to report it to a member of staff - these can include the class teacher, a member of the support staff, dinner supervisor, the Head Teacher, or Assistant Headteacher.

We ensure that there are sufficient staff on duty and that they are **strategically positioned in all areas of the playground to avoid the possibility of blind spots or areas** where bullying can occur unseen.

## **6. What can you do if you are being bullied?**

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and

there are people who can help you.

The children were all asked this question and we have included some of their strategies in the list below:

- Try not to let the bully know that they are making you feel upset.
- Try to ignore them.
- Be assertive – stand up to them, look them directly in the eye and tell them to stop and mean it.
- Stay in a group; bullies usually pick on individuals.
- Get away as quickly as you can.
- Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- When you tell an adult about the bullying, give them as many facts as you can (What? Who? Where? When? Why? How?).
- Keep a diary of what's been happening and refer to it when you tell someone
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and be quick.
- Don't suffer in silence.
- Don't blame yourself for what is happening.
- Call a helpline.

### **7. What can you do if you see someone else being bullied? (The role of the bystander)**

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger. Some of the strategies suggested by children are listed below:

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like their behaviour.
- Shout for help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- Call a helpline for some advice.

Some of the strategies to be employed in the school, suggested by children are listed below:

- PSHE lessons, including Jigsaw sessions and assembly time, will be used to develop strategies for dealing with bullies and to understand the emotions involved.

- Resources, such as restorative practice, will be used to support vulnerable children by the school's Pastoral Support Officer (Mrs Smith).
- Worry Boxes will be placed in every classroom and hall and checked every day.
- Time in the sensory room or garden, calm places to go and speak to Mrs Mounfield or Mrs Smith.
- The use of mood charts (zones of regulation) as a visual aid for teachers and children to assist with early help and intervention.
- The reinstating of the "Buddy Bus Stop" for all children.
- All children will try to say something nice.
- Try to walk away and speak to a trusted adult.
- Positive message signs around the school.

In addition, staff will ensure:

- Cases of bullying will be recorded.
- All incidents are to be monitored to ensure that repeated bullying does not take place.
- When bullying is persistent, parents will be advised of their child's behaviour and the school's actions, following procedures in behaviour policy.
- Classroom management strategies will be used to keep potential bullies apart and to protect potential victims.

## **8. Bullying of children with Special Educational Needs**

North Duffield Community Primary School is an inclusive school. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are. We have some children who have learning disabilities and/or communication difficulties. Everyone involved in the school is very aware that these children can be especially vulnerable to bullying and we are therefore particularly vigilant at all times.

High attainers can also be affected by bullying. Staff will treat this type of bullying as seriously and in the same way as any other type of bullying.

## **9. Responding and Reporting**

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- The Headteacher/Assistant Headteacher/Designated Safeguarding Lead (DSL) or another member of leadership staff will interview all parties involved.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.



- Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services, including early help or children's social care, if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off the school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools.
- Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.
- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and actions taken.

### **10. Support for the perpetrator**

It is important to find out why the young person has behaved in such a way. It may be that the young person is experiencing their own difficulties and may even have been harmed themselves in a similar way. In such cases, support such as one to one mentoring or counselling may also be necessary.

There are various strategies that can be applied if more than one pupil is involved in bullying another. The school's Pastoral Support Officer will work with the pupils to address the issue. They will work with the group using specific targeted activities

### **11. Monitoring**

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The headteacher will be informed of bullying concerns, as appropriate.
- Annual staff updates, including reading the policy alongside the school's behaviour policy and child protection policy
- The named Governor for bullying (Safeguarding Governor- R Hemingway) will report on a regular basis to the governing body on incidents of bullying, including outcomes.

### **12. Further information and sources.**

- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- The BIG Award: [www.bullyinginterventiongroup.co.uk/index.php](http://www.bullyinginterventiongroup.co.uk/index.php)
- PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
- Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)

- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- Young Carers: [www.youngcarers.net](http://www.youngcarers.net)
- The Restorative Justice Council: [www.restorativejustice.org.uk/restorative-practiceschools](http://www.restorativejustice.org.uk/restorative-practiceschools)

### **11a. SEND**

- Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: [www.cafamily.org.uk/media/750755/cyberbullying\\_and\\_send\\_-\\_module\\_final.pdf](http://www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf)
- Theeducationpeople.org
- DfE: SEND code of practice: [www.gov.uk/government/publications/send-codeofpractice-0-to-25](http://www.gov.uk/government/publications/send-codeofpractice-0-to-25)

### **11b. Cyberbullying**

- Childnet: [www.childnet.com](http://www.childnet.com)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
- The UK Council for Child Internet Safety (UKCCIS)
- [www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis](http://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis)
- DfE 'Cyberbullying: advice for headteachers and school staff':
- [www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)
- DfE 'Advice for parents and carers on cyberbullying':
- [www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)

### **11c. Race, religion and nationality**

- Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
- Kick it Out: [www.kickitout.org](http://www.kickitout.org)
- Report it: [www.report-it.org.uk](http://www.report-it.org.uk)
- Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)
- Tell Mama: [www.tellmamauk.org](http://www.tellmamauk.org)
- Educate against Hate: [www.educateagainsthate.com](http://www.educateagainsthate.com)
- Show Racism the Red Card: [www.srtrc.org/educational](http://www.srtrc.org/educational)

### **11d. LGBT**

- Barnardo's LGBT Hub: [www.barnardos.org.uk/what\\_we\\_do/our\\_work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)
- Metro Charity: [www.metrocentreonline.org](http://www.metrocentreonline.org)
- EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)
- Proud Trust: [www.theproudtrust.org](http://www.theproudtrust.org)
- Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)
- Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)

### **11e. Sexual harassment and sexual bullying**

- Ending Violence Against Women and Girls (EVAW)
- [www.endviolenceagainstwomen.org.uk](http://www.endviolenceagainstwomen.org.uk)
- A Guide for Schools:

- [www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Schools-Guide.pdf](http://www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Schools-Guide.pdf)
- Disrespect No Body:  
[www.gov.uk/government/publications/disrespectnobodycampaign-posters](http://www.gov.uk/government/publications/disrespectnobodycampaign-posters)
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying:  
[www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-genderrelated/preventing-and-responding-sexual](http://www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-genderrelated/preventing-and-responding-sexual)
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying:  
[www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related](http://www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related)

Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)  
[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)

### **13. Links with other school policies and practices**

This policy links with several school policies, practices and action plans including:

- Child on Child Policy
- Behaviour and discipline policy
- Complaints policy
- Child protection policy
- Confidentiality policy
- Online safety and Acceptable Use Policies (AUP)
- Curriculum policies, such as: Jigsaw, PSHE, citizenship and Computing
- E-Safety, Mobile phone and social media policies