



PARISH OF THE ASCENSION, HULME

## **Anti-Bullying Policy**

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## **1. Aims**

This policy outlines what St Philip's CE Primary School will do to prevent and tackle all forms of bullying. St Philip's CE Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form. We aim to prevent and deal with any behaviour deemed as bullying and to promote an ethos where bullying is regarded as unacceptable, so that a safe and secure environment is created for everyone to learn and work in.

## **2. Links With Other School Policies and Practices**

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

- Behaviour policy and statement of behaviour principles
- Complaints policy
- Safeguarding policy
- Confidentiality agreement
- Acceptable use agreement
- Curriculum policies (such as PSHE, Citizenship and Computing)

## **3. Links to Legislation**

There are several pieces of legislation and guidance 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):

- [DfE – Preventing and Tackling Bullying 2017](#)
- [DfE - Keeping Children Safe in Education](#)
- [DfE – Sexual Violence and Sexual Harassment Between Children in Schools and Colleges](#)
- [Childnet – Cyberbullying: Understand, Prevent and Respond: Guidance for Schools](#)
- [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](#)

## **4. 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

- To ensure that a member of the senior leadership team has been identified to take overall responsibility.
- Governors are to take a lead role in monitoring and reviewing this policy.
- All staff including governors, senior leadership, teaching and non-teaching staff are to support, uphold and implement this policy accordingly.
- Parents / Carers are to support their children and work in partnership with the school.
- Pupils to abide by this policy.

## **5. Definition of Bullying**

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 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 both children and adult’s emotional development.

### **5.1 Forms and types of bullying covered by this policy**

- Verbal – name calling, taunting, teasing, insulting, making threats, spreading rumours
- Emotional – being unfriendly, excluding, tormenting
- Physical – hitting, kicking, pushing, taking another’s belongings, any use of violence
- Racial – racial taunts, gestures
- Cyber-bullying – bullying that takes place online, such as through social networking sites, messaging apps or gaming sites and sending offensive or degrading photos or videos

This policy covers all types 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
- Sexual bullying or bullying related to sexual orientation
- Bullying related to Special Educational Needs or Disability (SEND)
- Gender based bullying

## **6. School Ethos**

The St Philip’s CE Primary School communities recognise that all forms of 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 health. By the effective prevention and tackling of bullying, our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

School 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 susceptible to bullying and its impact on others. (This may include pupils with SEND)
- Intervene by identifying and tackling bullying behaviour appropriately and promptly
- Ensure that our children are aware that bullying concerns will be dealt with sensitively and effectively
- Ensure that everyone feels safe to learn and abide by the anti-bullying policy
- School recognises the potential impact of bullying on the wider family of those affected, so, will work in partnership with parents / carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- Deal promptly with grievances regarding the school response to bullying in line with our complaints policy
- Seek to learn from good anti-bullying practice elsewhere
- Utilise support from the Local Authority and other relevant organisations when appropriate.
- Have an open door policy for parents and staff who have any concerns
- Have a dedicated Family worker contact (Ms C Valentine) who is Safeguarding Lead and will investigate and liaise with teachers and parents / carers concerns with bullying and if needed, they will be escalated to Senior Leadership Team

## **7. Responding to Bullying**

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 that they are not at risk of immediate harm and will involve them in any decision making as appropriate
- The Family Support Worker (or a member of SLT) will interview all parties involved.
- The Designated Safeguard Lead (DSL) will be informed of all bullying issues where there are safeguarding concerns
- The school will speak with, and inform, other staff members as appropriate
- The school will ensure that parents / carers are kept informed about the concern and actions 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 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 school site, or outside of normal school hours (including cyberbullying), the school will ensure that concerns are 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 on CPOMS (a child protection monitoring system). This will include recording appropriate details regarding decisions and actions taken.

## 7.1 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 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:
  - Looking at the use of the school systems
  - 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 and the school searching and confiscation policy (we will access the DfE '[Searching, screening and confiscation advice](#)' and [Childnet cyberbullying guidance](#) to ensure that the school's powers are used proportionately and lawfully).
  - Requesting the deletion of locally held content and content posted online if they contravene school behavioural policies.
- 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 that 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

## 7.2 Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous pastoral support
- Offering an immediate opportunity to discuss the experience with their teacher, the DSL, or a member of staff of their choice
- Being advised to keep a record of the bullying evidence and discuss how to respond to concerns and build resilience as appropriate
- Working towards restoring self-esteem and confidence
- Providing ongoing support, this may include working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance, this could include support through Early Help or Specialist Children's Services, or, support through the Children and Adolescent Mental Health Service (CAMHS)

## 7.3 Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change
- Informing parents/ carers to help change the attitude and behaviour of the child
- Providing appropriate education and support regarding their behaviour or actions
- If online, requesting that content be removed and reporting accounts / content to the service provider
- Sanctioning, in line with the school behaviour policy (this may include official warnings, removal of privileges (including online access when encountering cyberbullying concerns) and fixed-term or permanent exclusions
- Where necessary, working with the wider community and local / national organisations to provide further or specialist advice and guidance, this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or the Children and Adolescent Mental Health Service (CAMHS)

## 7.4 Supporting adults

Our school support and takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents, or by other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the DSL, a senior member of staff and / or the Headteacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate
- Where the bullying takes place off school site, or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the school's behaviour policy

- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online,
- Reassuring and offering appropriate support
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the Headteacher to establish the concern
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaint's policy
- If online, requesting that content be removed
- Instigating disciplinary, civil or legal action as appropriate or required.

## **8. Preventing Bullying**

### **8.1 The school will:**

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others
- Recognise that bullying can be perpetrated or child-on-child abuse)
- Recognise the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required
- Openly discuss differences between people that could motivate bullying, such as children with different family situations, such as Children In Need, those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related differences
- Challenge practice and language (including 'banter') which does not uphold the school 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
- Celebrate success and achievements to promote and build a positive school ethos
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns
- Regularly update and evaluate our practice to consider the developments of technology and provide up to date advice and education to all members of the community regarding positive online behaviour
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the school's attention, which involves or effects pupils, even when they are not on school premises; for example, when using school transport or online etc
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable

- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied

## 8.2 Education and training

### The school will:

- Train all staff, including teaching staff, support staff and pastoral staff, to identify all forms of bullying and take appropriate action, following the school policy and procedures, including recording and reporting incidents
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: displays, assemblies, peer support, the school council etc
- Collaborate with other local educational settings as appropriate and during key times of the year, for example during transition
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem

## 9. Involvement of Pupils, Parents and Carers

### 9.1 Pupils

#### We will:

- Ensure that pupils understand the school's approach and are clear about the part they play in preventing bullying
- Regularly canvas children's views on the extent and nature of bullying
- Ensure that all pupils know how to express worries and anxieties about bullying
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaged in bullying
- Involve pupils in anti-bullying campaigns in school and embed messages in the wider school curriculum
- Utilise pupil voice in providing pupil led education and support.
- Publicise the details of internal support, as well as external helplines and websites
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

### 9.2 Parents and carers

#### We will:

- Take steps to involve parents and carers to ensure that they are aware that the school does not tolerate any form of bullying
- Make sure that key information about bullying is available to parents / carers
- Ensure all parents / carers know who to contact if they are worried about bullying and where to access independent advice



- Work with all parents / carers and the local community to address issues beyond the school gates that give rise to 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

## 10. Monitoring

The school will ensure that we regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. Any issues that are identified will be incorporated into the school's action planning. The Headteacher will be informed of bullying concerns, as appropriate. The named governor for bullying will report on a regular basis to the governing body on incidents of bullying including outcomes.

## 11. Useful links

Useful links and supporting organisations

- 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)

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)
- DfE: SEND code of practice: [www.gov.uk/government/publications/send-code-ofpractice-0-to-25](http://www.gov.uk/government/publications/send-code-ofpractice-0-to-25)

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)

#### 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)

#### 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)

#### Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) [www.endviolenceagainstwomen.org.uk](http://www.endviolenceagainstwomen.org.uk) o 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/disrespect-nobodycampaign-posters](http://www.gov.uk/government/publications/disrespect-nobodycampaign-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) 12 Theeducationpeople.org
- 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)