Northway Community Primary School

Anti-Bullying Policy

Approved by:	Kate McKenzie	**Date:** 16.10.24
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<u>**Anti-Bullying Policy**</u>

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" 2024. The policy also references Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

1) Policy Objectives

This policy outlines what Northway Community Primary School will do to prevent and tackle all forms of bullying. Northway Community 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.

2) Links with other School Policies and Practices

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

- Inclusion, Relationships and Behaviour Policy
- Complaints Policy
- Child Protection Policy
- Acceptable User Policies (AUP)
- Curriculum Policies, such as RSE, PSHE and Computing
- Social Media Policies.

3) Links to Legislation

There are several 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.

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, reasonably and in line with our Inclusion, Relationships and Behaviour Policy which is based on the principles of Restorative Relational Practice
- Governors to take a lead role in monitoring and reviewing this policy
- All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by the 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'.

- Bullying can include physical and emotional abuse.
- This can also be expressed online (cyberbullying).
- Northway Community Primary School recognise that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.
- Bullying is recognised by Northway Community Primary School as being a form of child on child abuse; children can abuse other children.

  - Abuse should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".

  - We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.

  - All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

6) Forms and Types of Bullying Covered by this Policy

- Bullying can happen to anyone. This policy covers all types and forms of bullying including but not limited to:
  - 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
  - Sexualised bullying/harassment
  - Bullying via technology, known as online bullying or cyberbullying
  - Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
    - 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
    - Gender based bullying, including transphobic bullying.

7) School Ethos and Environment- Creating an Anti-bullying culture

Northway Community Primary School recognises that all forms of bullying 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 school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

Our community:
- Is proactive in building strong relationships through the PSHE curriculum and Restorative Relational Practice which builds culture where bullying is not tolerated
- Understands the importance of challenging inappropriate behaviours between children

- Recognises 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
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel listened to and safe to learn and abide by the Anti-Bullying Policy
- Requires all stakeholders to work with the school to uphold the Anti-Bullying Policy
- Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers
- Seeks to learn from good anti-bullying practice elsewhere
- Utilises support from external agencies and other relevant organisations when appropriate
- Monitors and reviews our Anti-Bullying Policy and practice on a regular basis
- Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy.

8) Responding to Bullying Concerns

8.1 Response Plan
The following steps will be taken when dealing with any incidents of bullying reported to the school:
- If bullying is suspected or reported, the incident will be investigated immediately working with all necessary stakeholders
- 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 Designated Safeguarding Lead (DSL) and Deputy Designated Safeguarding Leads (DDSLs) will be informed of all bullying concerns, especially where there may be safeguarding issues
- The Headteacher (who is the DSL) or another appropriate member of leadership staff (Mrs Harrison, Mrs McGhee or Mrs Sumner) will interview all parties involved
- A clear and precise account of bullying incidents will be recorded by the school on CPOMS which will include recording appropriate details regarding decisions and action taken
- 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 confidentially policies
- Sanctions and support will be implemented as appropriate
- If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed, or 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 the concern is fully investigated and responded to in line with this policy and the school behaviour policy. If required, the DSL will collaborate with other settings.

8.2 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
- Take all available steps where possible to identify the person responsible. This may include:
  - looking at use of the school systems (filtering and monitoring)
  - working restoratively with all parties involved
  - contacting external agencies, if necessary.
- Work with the individuals, families and any other parties to prevent the incident from spreading. This may include:
  - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the DfE 'Searching, screening and confiscation at school' 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 policies; this will be at the earliest possible opportunity to ensure swift action is taken to safeguard pupils. Where possible this will be during a meeting with parents/carers present, though there may be incidents which require the content to be deleted immediately to prevent further harm to individuals.
- Where an individual can be identified, the school will ensure that appropriate sanctions and support are implemented to change the attitude and behaviour of those involved
- Inform the police if a criminal offence has been committed
- Provide information to staff and pupils through the curriculum 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 consider and manage any private information they may have in the public domain.

8.3 Supporting Pupils

Pupils who have been bullied will be supported by:
- Working restoratively to repair any harm caused and rebuild the relationships of those involved
- Reassuring the pupil and providing pastoral support; ensuring the pupil feels listened to
- Working towards restoring self-esteem and confidence
- Providing ongoing support; this may include working and speaking with staff, offering formal support/intervention, engaging with parents and carers
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance

Pupils who have chosen to use bullying behaviours will be supported by:
- Discussing what happened using the restorative script
- Informing parents/carers to help change the attitude and behaviour of the child
- Providing appropriate education and support regarding their behaviour or actions to make better choices either online and/or face to face
- Sanctioning, in line with the Inclusion, Relationships & Behaviour Policy.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

9) Preventing Bullying Environment

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
- Seek to uphold restorative and relational practices that are proactive in ensuring all stakeholders strive to achieve healthy relationships
- Recognise that bullying can be perpetrated or experienced by any member of the community
- Recognise the potential for children with Special Educational Needs and Disabilities (SEND) to be disproportionally impacted by bullying and will implement additional pastoral support as required
- Recognise that bullying may be affected and influenced by gender, age, ability and culture of those involved
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference
- Challenge practice and language (including 'banter') 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-based and discriminatory bullying
- Actively create safe spaces and opportunities for children to talk and engage
- Celebrate success and achievements to promote and build a positive school ethos.

Policy and Support

The whole school community will:
- 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 behaviour

- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools' attention, which involves or affects pupils, even when they are not on school premises
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that a culture is developed where bullying is not tolerated
- Implement restorative and relational practices to repair harm and resolve conflict so that all parties can thrive and maintain healthy relationships.

Education and Training

The school community will:

- Train all staff, including teaching staff and support staff (e.g. administration staff, lunchtime support staff and site support staff), to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents
- Train all staff to employ an RRP approach
- Ensure all new staff receive an induction which details safeguarding procedures and how to work restoratively
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through 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 self-esteem.

10) Involvement of Pupils

We will:

- Involve pupils in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying
- Regularly canvas pupils' 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 engaging in bullying
- Involve pupils in anti-bullying campaigns in schools and embedded 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 resolve the conflict that has occurred.

11) Involvement and Liaison with Parents and Carers

We will:

- Make policies and procedures available to parents/carers to ensure they are aware that the school does not tolerate any form of bullying
- Ensure all parents/carers know who to contact if they are worried about bullying
- 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.

12) Monitoring and Review

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.

13) Useful Links and Supporting Organisations

The following links may provide additional support to children, staff or families:

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Report Harmful Content: https://reportharmfulcontent.com/
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS): www.gov.uk/government/organisations/ukcouncil-for-internet-safety
- DfE 'Cyberbullying: advice for headteachers and school staff': 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

SEND
- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:
  www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/atrisk-groups/sen-disability
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25 Race, Religion and Nationality
- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational

LGBTQ+
- Barnardo's LGBTQ Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual Harassment and Sexual Bullying
- NSPCC 'Report Abuse in Education' Helpline: 0800 136 663 or help@nspcc.org.uk
- Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaignposters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying:
  www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: https://anti-bullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-sexist-bullying/investigating-and-respondingsexual]
- Childnet Project DeShame (Online Sexual Harassment and Bullying): www.childnet.com/our-projects/project-desham