

Anti-bullying policy

Statement of Intent

Holbrook Primary School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who is a target of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with in accordance with this policy.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

This policy is closely linked with other policies - Behaviour, Safeguarding, Equalities, PSHE, Confidentiality, SEN, Online Safety policy, School Code of Conduct and the School's Vision, Aims and Values.

Definition of Bullying

In Holbrook Primary School, our definition of bullying is 'The **repetitive, intentional** hurting of one person or group by another person or group, where the relationship involves an **imbalance of power**. Bullying can be physical, verbal or psychological. It can happen face-to-face or online'. *(United Against Bullying)*



Bullying is not falling out with a friend, not liking someone or isolated acts of aggression or bad behaviour. We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school, we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

We recognise that pupils with special and/or additional needs may exhibit behaviours, which are perceived as unkind, either physically or emotionally. These incidents will be taken equally seriously and addressed through support and interventions in line with the child's additional needs, to change the behaviours. This may involve working with outside agencies and/or external consultants over an extended period (depending on the needs of the child).

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 include:

- The Education and Inspection Act 2006, 2011
- The Children Act 1989
- The Malicious Communications Act 1988

- The Equality Act 2010
- Protection from Harassment Act 1997
- Public Order Act 1986

The Education Act 2002 Section 175 placed a legal duty on maintained schools and Local Authorities to safeguard and promote the welfare of children.

Some incidents of bullying may also be a child protection issue. A bullying incident should be addressed as a child protection issue under the [Children Act 1989](#) when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm. These concerns must be reported to the member of staff in school responsible for child protection and the local authority's children's social services.

Types of bullying behaviour

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse technology e.g photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic, biphobic or transphobic - bullying because of sexuality/perceived sexuality or gender identity/perceived gender identity

Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Understanding bullying behaviour

- Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.
- The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically 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 emotionally abusive and can cause severe and adverse effects on children's emotional development.
- Bullying is recognised as being a form of peer on peer abuse; children can abuse other children.
- Abuse is abuse and it 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 targets will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

Bullying and discrimination

Bullying can happen to anyone, however national research has shown that some groups of pupils are particularly vulnerable to prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) these include;

- Looked After Children

- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are young carers
- Children who are perceived to be gay, lesbian, bisexual or transsexual (LGBT+)

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people welcoming new members to our organisation.

Preventing bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and that staff relationships with pupils enable them to feel valued and able to share if they are being bullied. When there are incidents of bullying we will work together to deal with the situation, to learn from what has happened and prevent it happening again.

Our school curriculum contributes to preventing all forms of bullying. Our PSHE curriculum equips children with the knowledge, understanding, skills and attributes they need to keep themselves and others safe from bullying, and to recognise and challenge bullying in all its forms. Preventative education and the development of protective characteristics are an essential element of the whole-school approach.

In our school we do this by:

- Involving the school community in developing our policy including a child friendly version
- Using assemblies and circle time in class to ensure that pupils understand the differences between relational conflict and bullying
- Building a positive ethos based on respecting and celebrating all types of difference in our school. Diversity is valued and everyone is included in our school
- Creating a safe and happy environment, with positive relationships that have an impact on learning and achievement
- Raising awareness of online bullying through regular e-safety lessons
- Focused work with individuals and groups of pupils where required to support understanding and development of social skills e.g. social skills groups, ELSA (Emotional Literacy Support Assistant)
- Ensuring playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.
- Taking part in events that raise awareness e.g 'Anti-bullying Week' and Internet Safety Day
- Listening - we are a talking school where anyone can speak out and feel supported if they face discrimination or bullying.
- Challenging all forms of discriminatory and derogatory language including verbal comments and harmful attitudes related to sexuality, sex and gender identity/stereotypes.

Bullying outside the school premises

Schools are not responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and on journeys to and from school. The bullying may be done by pupils from our own school, by pupils from other schools or by people who are not at school at all. The school will hold

pupils accountable for poor behaviour in the local community on the way to and from school as well as pupils online and electronic activities.

Where bullying outside school is reported to school staff, it will be investigated and acted on. The Headteacher will also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will always be informed.

Cyberbullying

Cyberbullying is bullying with the use of digital technologies. It can take place on social media, messaging platforms, gaming platforms and mobile phones. It is repeated behaviour, aimed at scaring, angering or shaming those who are targeted.

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.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation
- Ensure that consequences 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.

Reporting bullying

In our school, pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe. Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA
- Peer mentors or buddies

Each class has a 'worry box' where children can report their concerns if they do not feel confident speaking to an adult. Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school. Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher or TA. When pupils report their concerns, our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

Procedures for parents:

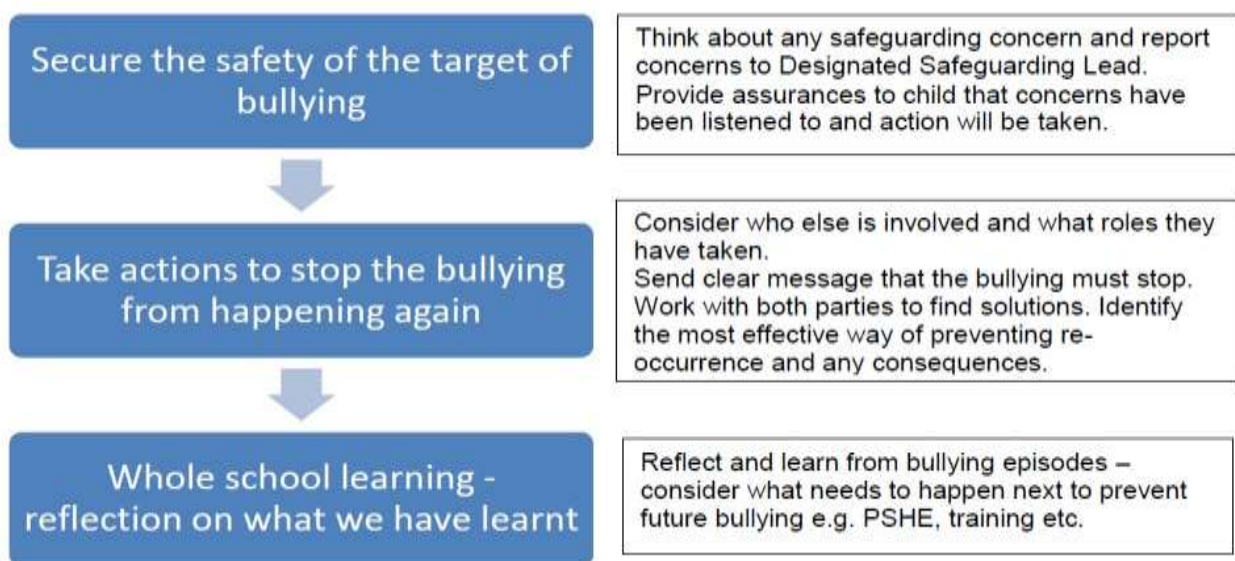
- If a parent has any concerns about their child they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to school's Leadership Team who will monitor the situation carefully.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with a member of the school's Leadership Team.
- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.

- Parents should not confront the bully or their parents, as this can complicate the situation and distress the pupil.
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately, they should follow the schools complaints policy.

All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.

Responding to bullying

The school will take firm and decisive action to deal with any incident of bullying, which is witnessed by or reported to any member of staff. When a member of staff receives information, either directly or indirectly, that a child may have been the target of a bullying incident, this report will be taken seriously and investigated.



The school will offer a proactive, sympathetic and supportive response to children who are the targets of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:

- immediate action to stop the incident and secure the child's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the target is not responsible for the behaviour of the bully
- interviewing all parties including target, bully and all others involved
- implementing appropriate consequences in line with the school's Behaviour Policy but intended to send out the message that bullying is unacceptable
- extra supervision/monitoring
- creation of a support group/ circle of friends
- individual work with the target, perpetrator and bystanders
- peer mentoring
- referral to outside agencies if appropriate
- informing/involving parents
- adult mediation between the perpetrator and the target
- arrangements to review progress

This will be followed up regularly to ensure that bullying has not resumed.

Monitoring

All bullying incidents are recorded on our online management system, CPOMS (see Appendix A). The Leadership Team monitor and review all bullying incidents to determine any patterns or trends that may require further action. On a regular basis, we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires and School Council meetings.

Responsibilities

Everyone within school is expected to

- Act in a respectful and supportive way towards one another, and
- Adhere to and to promote the objectives of this policy.

Pupils are expected to

- Report all incidents of bullying,
- And suspected incidents that targets may be afraid to report.
- Support each other and to seek help to ensure that everyone feels safe, and nobody feels excluded or afraid in school.

Parents can help by

- Supporting our anti-bullying policy and procedures.
- Discussing with their child's teacher any concerns that their child may be experiencing bullying or involved in some other way.
- Helping to establish an anti-bullying culture outside of school.
- Teach their child to respect the feelings, beliefs and culture of others.

Contact details

Nominated anti-bullying lead: Mr Ian Holmes

Nominated anti-bullying link governor: Mrs Amalia Lovett

Designated safeguarding leads: Mr Ian Holmes, Mrs Natalie Davies, Mrs Catherine Brooks

NSPCC Helpline 0808 800 5000

We are committed to reviewing our policy and practice at least once a year.

This policy was last reviewed: November 2022

Appendix A: Recording a Bullying Incident on CPOMS

All incidents of bullying (alleged or proven) must be recorded on CPOMS. The screenshot below indicates the categories of bullying, which should be ticked to provide further information.

Categories

Attendance Behaviour incident Bullying - repetitive, intentional, imbalance of power Cause for Concern (pink form) Child Protection

Confidential information (HT, DHT, AHT) Contact with External Agency COVID-19 Family support For information INCLUSION Medical Issues

Parental Contact Pupil Premium Raised awareness Safeguarding

Bullying - repetitive, intentional, imbalance of power Subcategories

Emotional bullying - being unfriendly, excluding, tormenting, threatening behaviour

Homophobic, biphobic or transphobic bullying - related to sexuality/perceived sexuality or gender identity/perceived gender identity

Online bullying - misuse of social media, messaging and calls Physical Bullying - pushing, kicking, hitting, punching or any use of violence

Racist bullying - racial taunts, graffiti, gestures Sexual bullying - unwanted physical contact, sexually abusive comments

Verbal Bullying - name calling, sarcasm, spreading rumours, teasing, use of derogatory language

CPOMS will capture other relevant characteristics such as ethnicity, gender, SEND etc, which will be used for monitoring purposes.

Please include;

- a brief description of the incident and any action taken
- any further action required (if appropriate) by the Leadership Team
- whether the parents of the target and bully have been contacted

A member of the Leadership Team will diarise a review date to follow up and ensure that the bullying has stopped or if further action needs to be taken.