



Dane Royd Junior & Infant School

'I want to smile every time I come here,' sums up what pupils think of this outstanding school.
OfSTED Report



Anti-Bullying Policy

Approval by: Standards Committee

Lead Personnel: Assistant Headteacher
Behaviour and Inclusion

Policy Date: September 2022

Review Date: September 2023

Review Frequency: Annually

Aims which guide our policies and practice

As a school, we seek to promote shared moral and ethical values to unite both local and global interests which enable children to become global citizens. Our agreed school aims are:

- To create a happy and stimulating learning environment, in which each child will develop to their full potential, thereby achieving high educational standards.*
- To develop self-awareness, self-respect and tolerance of others by developing an understanding of the world in which they live.*
- To appreciate human achievements and aspirations; develop aesthetic sensitivity and appreciation; physical ability and co-ordination and a concern for the safety of themselves and others.*
- To prepare children to live and work with others, enabling them to be responsible and caring members of the community.*
- To give children, at the end of their period of primary education, an appetite for acquiring further knowledge, experience and skills, so ensuring they are prepared for the challenges of the next stage in their education.*

We ensure that all of our policies and practices are guided by these aims and we seek to ensure that they are at the forefront of all that we do.

Anti-bullying Policy

Introduction

A definition of bullying:

There is no legal definition of bullying. However, it is usually defined as repeated behaviour which is intended to hurt someone either emotionally or physically, and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability.

Bullying can take many forms including:

- physical assault
- teasing
- making threats
- name calling
- cyber bullying
- prejudice or discrimination on any known or perceived characteristic

Bullying can happen anywhere: at school, travelling to and from school, in sporting teams, between neighbours or in the workplace.

What informs this policy:

The policy is informed by the Equality Act 2010 and shows our commitment to preventing and responding effectively to the bullying of protected and vulnerable groups of children including disabled children / children with SEN, those who are or perceived to be LGBTQ, where race and religion are targeted, or sexist and sexual bullying is taking place

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

The role of Governors

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The Governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the Governors on request about the effectiveness of school anti-bullying strategies.

A Governor is assigned the role of overseeing the anti-bullying action plan and strategies in school to prevent bullying.

The role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request. The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They record all incidents that happen in their class on CPOMs under the appropriate tag e.g. verbal bullying/physical bullying etc and any others they are aware of in school.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child reports being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents. All incidents of bullying that occur outside lesson time, either near the school or on the children's way home or to school are recorded on CPOMs.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Behaviour and Inclusion Lead or Headteacher and the special needs co-ordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies.

Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children in line with the behaviour policy and with this we aim to prevent incidents of bullying.

The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Parents can discuss this policy any time with the Behaviour and Inclusion Lead (Mr Davison) and parents can be involved in the formulation of this policy by joining the PTA.

Monitoring and review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to Governors about the effectiveness of the policy on request.

This anti-bullying policy is the Governors' responsibility and they review its effectiveness annually. They can do this by examining the school's anti-bullying logs on CPOMs, and by discussion with the Headteacher. Governors can analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents via CPOMs.

Preventing bullying

The school endeavours to prevent bullying whether inside or outside of school and the behaviour and e-safety policy makes clear reference to the responsibilities that the school has:

'It should be noted that teachers and all paid employees with responsibility for pupils have the statutory authority to discipline pupils whose behaviour is unacceptable, who break school rules or who fail to follow reasonable instruction as set out in Section 90 and 91 of the Education and Inspection Act 2006. This allows staff to:

- *Discipline pupils at any time the pupil is in school or off site whilst wearing a school uniform*
- *Confiscate pupils' property*
- *Agree a sanction outlined in this policy*
- *Impose a restriction on the school day e.g. prevent them from attending an afterschool club or a loss of playtime as long as the child is given access to eat, drink or use the toilet as normal*
- *Impose sanctions on for serious incidents that have taken place outside of school that may have brought the school into disrepute or incidents of serious bullying/harassment that have affected another child in school'*

Dane Royd Behaviour, Positive Handling and Exclusion Policy 2019

The Policies clearly set out how the school creates an ethos that promotes outstanding behaviour and best tries to eliminate the opportunities for bullying to take place both in school and outside, with a strong emphasis on collaboration with parents.

The school has a clear curriculum that is expected to be followed on digital resilience and literacy and provides sign posts for parents on where to keep best informed with regards to their child's online safety.

The school curriculum and structure of assemblies includes several opportunities to discuss different types of bullying and what bullying constitutes, we have external visitors that also play a vital role in our anti-bullying strategies including the NSPCC and Pennine Camphill Community.

Parents are actively encouraged to report incidents to the school and other agencies involved, whether that be the bus company if incidents arise on the bus, or the social media provider and in extreme cases the police where school sanctions may fail.

Reporting incidents - Parents

All suspected cases of bullying should at first be reported to the class teacher who will make a record of the incident on CPOMs. They will then investigate and carry out the initial intervention with both the child/children who are the victim and the suspected perpetrators. The CPOMs system will make sure the Behaviour and Inclusion Lead and Headteacher are notified of any suspected incidents. Teaching staff are available every morning on the door between 8:40 and 8:55 or can be reached via an appointment made through the office. E-mails can be sent into school but we do encourage parents to try arrange a face to face to discuss the incidents in as much detail as possible.

Reporting incidents – Children

Children are actively encouraged to disclose any incidents of bullying to a responsible adult, whether that is a parent or member of school staff. Children are encouraged to go to who they feel comfortable with and this does not have to be their class teacher. Children should be aware that the incidents that they discuss will be recorded and may be passed on for other members of staff to deal with.

Staff should be aware that vulnerable groups of children including those with special educational needs may need further help to disclose incidents of bullying. Staff should be particularly vigilant of these groups as the child themselves may not be aware that they are being bullied. A range of resources are available from the anti-bullying alliance website and from the Behaviour and Inclusion lead to support these groups in communicating their incidents and feelings.

Communicating this policy

This policy will be emailed to parents via parent mail at least annually. It will be available on the school website all year round and a paper copy can be requested via the school office at any point.

Helpful Information

What are the signs and symptoms of bullying? (It should be noted that these could be signs of things other than bullying)

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

- Is frightened of walking to or from school or changes route
 - Doesn't want to go on the school bus
 - Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school
- Begins to truant
 - Becomes withdrawn, anxious or lacking in confidence
 - Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
 - Threatens or attempts to run away
 - Cries themselves to sleep at night or has nightmares
 - Feels ill in the morning
 - Performance in school work begins to drop
 - Comes home with clothes torn, property damaged or 'missing'
- Has dinner or other monies continually 'lost'
 - Has unexplained cuts or bruises
 - Bullying others
 - Changes in eating habits
 - Is frightened to say what is wrong

- Gives improbable excuses for their behaviour.

What causes Bullying?

People bully for different reasons. The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

Support Agencies

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues www.anti-bullyingalliance.org.uk

Kidscape www.kidscape.org.uk 02077303300

Childline – advice and stories from children who have survived bullying 08000 1111

Bullying on line www.bullying.co.uk Parentline Plus – advice and links for parents

www.parentlineplus.org.uk 08088002222

Parents Against Bullying 01928 576152