

ANTI-BULLYING POLICY



Anti-Bullying Policy 2018/19- Document Status			
Date of Policy Creation	Sept 2018	Executive Headteacher	Denise Garner
Inception of new Policy	October 2018	Chairman of Governors	Alan Smith
Date of review	Sept 2019	Staff member with responsibility	Alison Guest
Date of Policy Adoption by Governing Body	24 October 2018		

This policy should be read in conjunction with the following documentation, which provides additional relevant information and guidance: Behaviour Policy, Equalities Policy, and Policy for Personal, Social Health Education, and Physical Intervention Policy, Allegations against Staff, Whistle Blowing and Child Protection Policy.

‘Love, Laugh, Learn’
*Respect, Resourcefulness, Reciprocity (Teamwork),
Reflectiveness, Resilience*

Introduction

The governors and staff fully recognise the contribution they makes to safeguarding children. We recognise that all staff, including volunteers, have a full and active part to play in protecting our children from harm.

- All governors and staff are committed to providing a caring, friendly and safe environment for all of our children so they can learn in a relaxed and secure atmosphere.
- Bullying of any kind is unacceptable. If bullying does occur, all children should be able to ‘tell’ and know that incidents will be dealt with promptly and effectively.
- All governors and staff believe that bullying will not be tolerated in any form and is defined to mean:

Deliberate hurtful behaviour repeated over a period of time and in circumstances where it is difficult for those being bullied to defend themselves.

An additional definition was agreed with the children of the Safety Squad:

‘Bullying is when a person means to hurt someone on the inside, or on the outside, of their body again and again. Bullying makes people feel sad and frightened and can stop them from learning and playing happily.’

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding belongings, threatening gestures)
Physical	pushing, kicking, hitting, punching or any use of violence
Racist	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focussing on the issue of sexuality
Verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber	All areas of internet ,such as email & internet chat room

	misuse Mobile threats by text messaging & calls Misuse of associated technology , i.e. camera & video facilities
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The aims of this policy are:

- To support the child's development in ways that will foster security, confidence and independence.
- To raise the awareness of both teaching and non-teaching staff of the need to safeguard vulnerable children, and of their responsibilities in identifying and reporting possible cases of this form of abuse in line with National and Local guidance.
- To provide a systematic means of monitoring children known or thought to be at risk of harm from bullying.
- To emphasise the need for good levels of communication between all members of staff and with parents so they are well informed.
- To develop a structured procedure within the school which will be followed by all members of the school community in cases of suspected bullying abuse.
- To develop and promote effective working relationships with other agencies, especially the Police and Social Services.
- To ensure that all adults within our school who have access to children have been checked as to their suitability, and make them aware that bullying has no place in or out of school.

Procedures

Our school procedures for safeguarding children will be in line with T&W Safeguarding Children Board (TWSCB) procedures.

We will ensure that:

- We have a designated member of staff for Child Protection who undertakes regular training, where bullying is identified as abuse in its own right.
- We have a member of staff who will act in the Designated Person's absence and deal with any bullying issues.
- All members of staff develop their understanding of the signs and indicators of bullying and its direct abuse.

- All members of staff know how to respond to a pupil who discloses bullying.
- All parents/carers are made aware of the responsibilities of staff members with regard to child protection procedures, or information on how access them on line.

Our procedures will be regularly reviewed and up-dated.

All new members of staff will be given a copy of our anti bullying policy as part of their induction into the school.

Responsibilities

The Designated Person is responsible for:

- Adhering to the schools Child Protection & Safeguarding Policies with regard to referring a child if there are concerns about possible bullying or abuse.
- Keeping written records of bullying and concerns about a child even if there is no need to make an immediate referral for action.
- Ensuring that all such records are kept confidentially and securely and are separate from pupil records.
- Ensuring that an indication of further record-keeping is marked on the pupil records.
- Ensuring that any pupil currently on the child protection register who is absent without explanation for two days is referred to Children's Social Services.

Supporting Children

- We recognise that a child who has intermittent or persistent abuse by bullying may find it difficult to develop and maintain a sense of self-worth.
- We recognise that a child in these circumstances may feel helpless and humiliated.
- We recognise that a child may feel self-blame.
- We recognise that the school and nursery settings may provide the only stability in the lives of children who have been abused or who are at risk of harm. Contrary to that, we recognise that this stability could be compromised if bullying is not taken seriously. This will be addressed as soon as it is known or signs of it prevalent.

- We accept that research shows that the behaviour of a child in these circumstances may range from that which is perceived to be normal to aggressive or withdrawn.

Our school will support all children by:

- Encouraging self-esteem and self-confidence whilst not condoning aggression or bullying.
- Promoting a caring, safe and positive environment and promoting respect for each other.
- Delivering high quality teaching of PSHE and SMSC and take part in National anti-bullying week
- Liaising and working together with all other support services and those agencies involved in the safeguarding of children
- Notifying Children's Social Services (Family Connect) as soon as there is a significant concern.
- Providing continuing support to a pupil about whom there have been concerns, who leaves the Federation, by ensuring that appropriate information is forwarded under confidential cover to the pupil's new school.

Confidentiality

- We recognise that all matters relating to bullying and general Child Protection are confidential.
- The Headteacher or Designated Safeguarding Lead (DSL) will disclose any bullying information about a pupil to other members of staff on a need to know basis only.
- All staff must be aware that they have a professional responsibility to share bullying information with other agencies in order to safeguard children.
- All staff must be aware that they cannot promise a child to keep secrets, but a child's concerns must be sensitively handled in the case of those perpetrators of the bullying, where cessation is the key outcome and re assurance for the victim paramount.

Supporting Staff

- We recognise that staff working in the federation who have become involved with a child who has suffered harm from bullying, or appears to be likely to suffer harm from bullying may find the situation stressful and upsetting.
- We will support such staff by providing an opportunity to talk through their anxieties with the DSL and to seek further support as appropriate.

Allegations against staff

- We understand that a pupil may make an allegation of bullying against a member of staff. This will be treated like any other form of abuse.
- If such an allegation is made, the member of staff receiving the allegation will immediately inform the Headteacher.
- The Headteacher will follow the policy and procedures for an allegations against a member of staff
- If the allegation made to a member of staff concerns the Headteacher, the DSL will immediately inform the Chair of Governors who will consult with the LADO (Local Authority Designated Officer).
- The federation policies for managing allegations against staff are presented as part of induction and recruitment procedures.
- If such an allegation is made, the member of staff subject to the allegation will be assigned a designated Human Resource's contact to support them through the process.
- Soon after the allegation is made, a decision will be taken as to whether a Joint strategy Meeting needs to be convened to discuss the matter further.
- If it is decided at that meeting that an investigation should commence, this may be initially led by the Police and Social Services, prior to it being referred back to the Local Authority to investigate under agreed disciplinary procedures.

Whistleblowing

- We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so.

- All staff should be aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues.
- The Whistle Blowing Policy leaflet is displayed in the staff room.

Cyberbullying

- We recognise that bullying increasingly takes place in “cyber” environments, such as on the Internet and through the use of mobile phones. In whatever form, we will take action to prevent phones and computers that have been used for this purpose being allowed on the premises and parents will be informed of that ruling. As such these incidents will be treated as a Child Protection issue.
- Upon any incident where “cyber” bullying has taken place in or out of school hours and made known to us, we will take matters seriously and action will be taken to reduce any further incidents. This will be done with the DSL for Child Protection and the Headteacher, and if appropriate, outside agencies.

We recognise and will act in accordance with guidelines set down by the DfE on cyberbullying see **Useful Links** below

Physical Intervention

- We have adopted a policy on Physical Intervention and understand that staff must only use physical intervention as a last resort, and that at all times it must be the minimal force necessary to prevent injury to another person.
- We recognise that physical intervention of a nature which causes injury or distress to a child may be considered under child protection or disciplinary procedures.
- This policy is in line has been adopted in line with the local authority Policy on Physical Intervention.

Racist Incidents

Our policy on racist abuse is set out in a separate document and acknowledges that repeated racist incidents of bullying or a single serious incident may lead to consideration under child protection procedures.

Prevention

- We recognise that the federation plays a significant part in the prevention of harm to our children by providing children with good lines of communication with trusted adults, supportive friends and an ethos of protection.

The federation will:

- Establish and maintain an ethos where children feel secure and are encouraged to talk about bullying and are always listened to, whether they are the victim or the perpetrator.
- Ensure that all children know there is an adult in or out of the settings whom they can approach if they are worried or in difficulty in regards to bullying as a specific issue.
- Include in the curriculum opportunities for PSHE which equip children with the skills they need to stay safe from harm and to know to whom they should turn to for help. We use the JIGSAW programme to support this teaching (see PSHE policy).

Health & Safety

Policies on Health & Safety are set out in a separate document called Health & Safety Policy. It reflects the consideration we give to the protection of our children both within the federation and when undertaking school trips and visits (see Educational Visits policy).

Useful links

www.telfordsafeguardingboard.org.uk

<https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/legislation-policy-and-guidance/>

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

[https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying Advice for Headteachers and School Staff 121114.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf)

<https://childline.org.uk/>