Chandag Infant School Anti-Bullying Policy

Reviewed July 2021

1) Objectives

This policy outlines what Chandag Infant School will do to prevent and tackle all forms of bullying and has been adopted with the involvement of the whole school community.

At Chandag Infant School we are committed to an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

This policy is to be read together with the School's Behaviour Policy and Safeguarding and Child Protection Policy.

2) Definition of bullying

• Bullying can happen to anyone and 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 can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; excluding people from groups and spreading hurtful or untruthful rumours. This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. 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 is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

3) School ethos

• Within the ethos of our school, children are helped to understand our School Values of Trust, Respect, Kindness, Cooperation, Creativity and Courage, and how these values can be put into practice by everyone

Chandag Infant School recognises 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 wellbeing.

• By effectively preventing and tackling bullying our school can help to create a safe environment, where pupils are able to learn and fulfil their potential.

4) Responding to bullying

Children are taught what to do if they witness bullying:

• Offer friendship and support to the person being bullied
• Tell the person doing it to stop
• Tell someone they trust – a member of staff (or family member if out of school)
• Keep reporting it until something is done

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 they are not at risk of immediate harm.

- • The Headteacher or another member of the School Leadership Team will interview all parties

involved.

- The Headteacher and Designated Child Protection Leader will be informed of all bullying issues where there are safeguarding concerns.

- 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 our child protection and behaviour policies.

- Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned.

- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures on CPOMS. This will include recording appropriate details regarding decisions and action taken. Together with all parties a way forward will be planned.

- **Importantly, parents/carers will be informed if an incident is being recorded as bullying, where the pupil is the victim or the perpetrator. Equally, a parent will be informed if a report of 'bullying' is full investigated and determined by the school NOT to be bullying.**

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.
- 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 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.
requesting the deletion of locally-held content and content posted online if they contravene this policy.
- 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 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.

Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous pastoral support.

- Discussion with the Headteacher or, in her absence, a designated senior leadership team member.

- Pupils' parents and carers being invited into school to discuss concerns and ways forward to work towards re- building relationships and restoring self-esteem and confidence.

- Providing ongoing support; this may include working and speaking with staff and/or children, engaging further with parents and carers.

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.

- Sanctioning, in line with the school's Behaviour Policy.

5) 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 through our School Values and British Values (democracy, rule of law, individual liberty, tolerance

- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).

- Recognise the potential for children with SEN and disabilities to be disproportionally 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 looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.

- Challenge practice and language 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.

- Celebrate success and achievements to promote and build a positive school ethos where we all respect each other and are responsible for our own behaviour.

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 online behaviour.

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

Education and Training

The school community will:

- Train all staff, including teaching staff, administration staff and lunchtime support staff to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.

- Consider and deliver a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through Online Safety Week each February and teaching safety online as detailed in the Computing Curriculum, displays, assemblies, peer support, the school/student council, etc.

- 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.

- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as holding Anti-Bullying Week each November and SCARF units of work.

- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

6) Involvement of pupils

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.

- Ensure that all pupils know how to express worries and anxieties about bullying.

7) Involvement and liaison with parents and carers

We will:

- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school website

- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.

8) Monitoring and review: putting policy into practice

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.

- The Headteacher will be informed of bullying concerns, as appropriate.

9) Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

- Childline: www.childline.org.uk

- Kidscape: www.kidscape.org.uk

- NSPCC: www.nspcc.org.uk

- Childnet: www.childnet.com

- 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

Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)
www.gov.uk/government/publications/preventing-and-tackling-bullying

Reviewed: July 2021

Next date for review: July 2024