Wainwright Primary Academy

School Policy Document

ANTI – BULLYING POLICY

Wainwright Primary Academy

ANTI-BULLYING POLICY

This policy was formulated to meet the requirements of the Equality Act 2010

Mission Statement

'We are a community serving the community'

Our vision is to provide a happy, safe, caring and stimulating environment where children will achieve their fullest potential, so that they can make their best contribution to society.

Context

This policy has been reviewed following the NCC document: Guidelines for the Development, Implementation and Review of an Anti-bullying Policy (August 2015). This document replaced the previous NCC Model Anti-Bullying Policy (Revised September 2013) and offers guidance around policy development /review and provides a Model policy for all schools to use as a template.

Other useful documents that supported the review of our Anti-Bullying Policy include:

- **Department for Education, Preventing and Tackling Bullying - Advice for Director of Academy's, staff and governing bodies (Jan 2014)**

- **School inspection handbook - This handbook describes the main activities undertaken by inspectors conducting inspections of schools in England under section 5 of the Education Act 2005 (as amended) from September 2015. It now forms the single key resource for the inspection of schools under section 5 except for the additional detailed guidance on safeguarding provided in 'Inspecting safeguarding in maintained schools and academies'.**

- **Nottinghamshire County Council Anti-bullying Policy& Action Plan 2014-2016**

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Introduction

Wainwright Primary Academy is a place where:

- **everybody is welcomed and you are not alone**

- **we understand and respect that everyone is different and has importance**

- **we care for everyone and everything around us**

- **we have high standards of learning and celebrate the achievements of each child**

- **we value the partnership between school, parents and community and the part it plays in realising this vision**

As a consequence of our values we aim to provide a safe, caring and friendly environment for learning for all our pupils to allow them to improve their life chances and help them maximise their potential.

We would expect pupils to act safely and feel safe in school, including that they understand the issues relating to all forms of bullying and that they feel confident to seek support from school should they feel they or others are unsafe.

We would also want parents/carers to feel confident that their children are safe and cared for in school and that incidents when they do arise, are dealt with promptly and well.

The school is aware of its legal obligations including the Equalities Act 2010. We are aware of our role within the local community supporting parents/carers and working with other agencies outside the school where appropriate.

Policy Development

This policy was formulated in consultation with the whole school community:

- **Members of staff**
- **Governors**
- **Parents/carers**
- **Children**

The school council will develop a Student friendly version to be displayed around school.

This policy is available:

- **On the school website**
- **From the school office / Director of Academy**

Roles and responsibilities

The Director of Academy – Has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and appointing an Anti-bullying co-ordinator who will have general responsibility for handling the implementation of this policy.

The Anti –bullying Co-ordinator in our school is: MRS J HALLAM (PASTORAL OFFICER)

The responsibilities are:

- Policy development and review
- Implementing the policy and monitoring/assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support where appropriate
- Coordinating strategies for preventing bullying behaviour

The nominated Governor with the responsibility for Anti- bullying Behaviour is: Kate Eyre

Definition of Bullying

- *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 through cyberspace.*

http://www.anti-bullyingalliance.org.uk/about-us.aspx

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyber-bullying. If the victim might be in danger then intervention is urgently required.

What does bullying look like?

Bullying behaviour can be physical, verbal or emotional and includes:- ☐ physical assault

- taking or damaging belongings
- name calling
- taunting
- mocking
- making offensive comments
- cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading

  images, impersonating and hacking into accounts online using internet enabled devices.

- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

Although bullying can occur between individuals it can often take place in the presence (virtually

or physically) of others who become the 'bystanders' or 'accessories'.

Prejudice Related Bullying

Under the Equalities Act 2010 it is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or having a child
- disability
- race including colour, nationality, ethnic or national origin including Gypsy ,Roma,

  Travellers

- religion, belief or lack of religion/belief
- sex /gender
- sexual orientation

These are called 'protected characteristics'.

As part of the requirement on schools to promote fundamental British values, schools must

proactively challenge derogatory and discriminatory language and behaviour including that which

is racist, homophobic, biphobic, transphobic and disabilist in nature. We will record these types of bullying, even that which represents a one-off incident, and report them to the local authority for monitoring purposes.

Other vulnerable groups include:

• **bullying related to appearance or health**

• **bullying of young carers or looked after children or otherwise related to home circumstances**

Although the above do not currently receive protection under the Equality Act 2010, bullying for these reasons is just as serious.

> *There is no hierarchy of bullying –*
> *all forms should be taken equally seriously and dealt with appropriately.*

Prejudice Related Language

Racist, homophobic, biphobic, transphobic and disabilist language includes terms of abuse used towards people because of their race/ethnicity/nationality; because they are lesbian, gay, bisexual, or transsexual, or are perceived to be, or have a parent/carer or sibling who is; because they have a learning or physical disability. Such language is generally used to refer to something or someone as inferior. This may also be used to taunt young people who are different in some way or their friends, family members or their parents/carers.

In the case of homophobic, biphobic and transphobic language particularly, dismissing it as banter is not helpful as even if these terms are not referring to a person's sexual orientation or gender identity they are using the terms to mean inferior, bad, broken or wrong. We wil l challenge the use of prejudice related language in our school even if it appears to be being used without any intent. Persistent use of prejudice related language and/or bullying will be dealt with as with any other form of bullying.

Where does bullying take place?

Bullying is not confined to the school premises. It also persists outside school, on the journey to

and from school and in the local community.

The school acknowledges its responsibilities to support families if bullying occurs off the premises.

Cyber-bullying

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims.

Cyber-bullying can take many forms and bullying online can often start in school and then be progressed online or start online and influence behaviour in school.

Whilst most incidents of Cyber-bullying occur outside school we will offer support and guidance to parents/carers and their children who experience online bullying and will treat Cyber-bullying with the same severity as any other forms of bullying.

Cyber-bullying can include:- hacking into someone's accounts/sites

- Posting prejudice/hate messages
- Impersonating someone on line
- Public posting of images
- Exclusion
- Threats and manipulation
- Stalking

We will ensure that our children are taught safe ways to use the internet and encourage good online behaviour (see our E-safety Policy).

> *Bullying can take place between:*
> *young people, young people and staff, staff, individuals or groups*

Reporting & Responding to bullying

Our school has clear systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders). These are discussed with children and staff, and shared with parents/carers via this policy.

- Children are given a consistent message to tell an adult if they feel they are being bullied or that bullying happening in school through: class circle-time sessions and discussion, wholeschool assemblies, annual Anti-Bullying Week/focus, anti-bullying displays and posters.

- **School Staff, including the Head and Deputy Director of Academy, are available during playtimes and lunchtimes for children to speak to if they are concerned.**

- **Staff are given weekly opportunities to share concerns about behaviour, relationships and bullying in a staff briefing which includes 'Pupil Concerns'.**

- **All staff are able to report suspected bullying confidentially to the Head or Deputy Head Teacher.**

- **The Anti-Bullying Policy is available for parents/carers on the school website.**
- **Parents/carers can speak to staff in a number of ways: Staff are usually available on the playground at the start of the school day and at the end of the school day; parents can telephone to speak to staff or arrange a meeting through the school office; parents can email the school office who will forward the email to the appropriate member of staff.**

The Director of Academy/Vise Principal/Anti-Bullying Co-ordinator will record bullying concerns using a Parent or Staff Concern form. Confirmed bullying will be recorded on the NCC form to be shared with County.

Procedures

All reported incidents will be taken seriously and investigated involving all parties.

School staff will follow the same procedures.

- **Staff who have an incident of bullying reported to them will speak in detail to the child/adult who has approached them with the information and will record what is being reported (e.g. in Class Log Book). This discussion will include ensuring that the reporting person is clear on the definition of bullying as outlined in the School Policy.**

- **The member of staff will pass all information of bullying concerns to the Director of Academy, or Deputy Director of Academy (if the head is not available) promptly, including notes of concerns raised and details of the discussion had.**

- **The Director of Academy, or Deputy will discuss the report with the member of staff to gain a clear overview of the situation and the professional opinion of staff.**

- **The Director of Academy will inform parents that a report of bullying has been made and is being investigated, and will refer the parent to the school policy. This will be true whether the**

child is considered to be the victim or the perpetrator of bullying.

- The Director of Academy (or delegated member of staff) will interview parties involved, including children and staff members who might help develop a 'bigger picture' of a relationship or situation.

- Particular reference will be made in the investigation to the definition of bullying outlined in the school policy.

- The Director of Academy, in consultation with other relevant members of staff, will review evidence presented during the investigation and decide on appropriate action according to the individual case.

- Parents will be kept informed of the findings of an investigation and of the actions subsequently made by school. If a third party reported bullying then they will also be kept informed.

- The Director of Academy will implement appropriate sanctions in accordance to the school Behaviour Policy. These will vary according to the severity of an incident/situation, but will send out a clear message that bullying of any sort is unacceptable and reminding children that our values include 'love' for one another and 'kindness'.

- Support will be offered to both the children and families involved in bullying, whatever the child's role.

- A range of appropriate support activities might be initiated including solution-focussed approaches, restorative approaches, circle of friends, individual support to develop confidence or improve anger management.

- Support from outside agencies (e.g. PSED Team or Behaviour Partnership) might also be sought to provide additional support to children. Some cases of bullying might require the involvement of the wider community (e.g. in the case of bullying taking place off -site or cyber-bullying) and PCSO support might be required in extreme cases.

- The Director of Academy will ensure that parents are aware of the school complaint procedure if they are not satisfied with the school's investigation or actions.

- The Director of Academy will share and discuss Bullying investigations with the nominated

Governor.

Recording bullying and evaluating the policy

Bullying incidents will be recorded by the member of staff who deals with the incident and the

Anti-bullying coordinator. The Director of Academy will keep these records.

A sample recording form is attached but might be supported with additional records/notes.

Information stored in school will be used to ensure individual incidents are followed up. It will also

be used to identify trends and inform preventative work in school and development of the policy.

This information will be discussed by staff and Governors.

Prejudice related bullying/incidents should be reported to the local authority using the guidelines

set out in Nottinghamshire guidelines for schools: Bullying and Prejudiced – related incidents

(August 2014). These will be sent in electronic format, ideally encrypted/with a password to

ecas@nottscc.gov.uk

If no prejudice related bullying/incidents take place the school will email   ecas@nottscc.gov.uk at

the end of the academic year that no incidents have been reported to the school.

Information about all incidents of bullying will be presented to the governors as part of the annual

report. A sample summary sheet is attached.

The school procedures and Anti-Bullying Policy will be reviewed and updated every two years.

Strategies for preventing bullying

As part of our on-going commitment to the safety and welfare of our pupils at Wainwright Primary
Academy we have developed the following strategies to promote positive behaviour and

discourage bullying behaviour:

1. Curriculum and whole-school initiatives

- Use of SEAL resources, including Anti-bullying units
- Anti-Bullying week/focus annually in November.
- PSHE/Citizenship lessons and class Circle Time
- Specific curriculum input on cyber bullying and internet safety
- Student voice through school council, pupil interviews and an annual pupil questionnaire
- Playground Play Leaders
- Team/House System
- Celebration Assembly
- Kindness Cup

- **Pupil rewards system**

2. **Reactive programmes for vulnerable groups or groups involved in bullying**

   - **Use of Nurture Space**
   - **Restorative practice**
   - **Small group work**
   - **Interventions**
   - **Pastoral Team**

3. **Support for parents/carers**

   - **Parent groups**
   - **Parent information events/information**

4. **Support for all school staff**

   - **Staff training and development for all staff including those involved in lunchtime and afterschool activities**

Links with other policies and why

Policy	Why
Behaviour Policy	Rewards and sanctions, Codes of conduct
Safeguarding Policy	Child protection
E-safety and Acceptable use policy	Cyber bullying and e-safety
Equalities policy	Prejudice related crime(homophobia, race, religion
PSHE/Citizenship	Strategies to prevent bullying
Complaints' Policy	Guidelines to make a complaint if families are not happy with the school's response

Useful organisations

Anti-bullying Alliance (ABA) - www.anti-bullying.org

Brings together more than 65 organisations with the aim of reducing bullying and creating safer

environments in which children and young people can live, grow, play and learn.

Mencap – www.mencap.org

Mencap is a learning disability charity that provides information and support to children and

adults with a learning disability, and to their families and carers.

Stonewall – www.stonewall.org.uk

The lesbian, gay, bisexual and transgender charity

Educational Action Challenging Homophobia (EACH) – www.eachaction.org.uk

Educational Action Challenging Homophobia (EACH) is a charity and training agency helping people and organisations affected by homophobia. The website gives guidance, contact details and a freephone helpline.

School's Out – www.schools-out.org.uk

Childnet International – www.childnet-int.org

Childnet International - The UK's safer internet centre

NSPCC/ChildLine- www.nspcc.org.uk, www.childline.org.uk

ChildLine is a private and confidential service for children and young people up to the age of 19.

NSPCC run several campaigns to support young people around bullying and internet safety

Show Racism the Red Card – www.theredcard.org.uk