

# **VICTORIA DOCK PRIMARY SCHOOL**

## **ANTI-BULLYING POLICY**



***Working together for your children***

Date Written: Autumn 2019

To Be Reviewed: Autumn 2020

<b>Safeguarding Team</b>	
Headteacher	Antonia Saunders
Designated Safeguarding Lead	Claire Juggins
Deputy Safeguarding Lead	Gemma Hague
Safeguarding Lead Support	Paula Stephens
E-Safety Lead	Michael Hague
Designated Governor for Child Protection and Safeguarding	Andy Comfort
Behaviour Lead	Charlotte Heaton
SENCO	Louise Taylor

To be read in conjunction with:

- Child Protection Policy
- Behaviour Policy
- E-Safety Policy
- Attendance Policy
- Complaints Procedure
- SEN Policy
- Supporting Children with Medical Needs Policy
- Physical Intervention Policy

*At Victoria Dock Primary School we do not discriminate against any child or adult on the grounds of race, disability, gender, age, gender reassignment, pregnancy, maternity, religion or belief, sex, or sexual orientation. We embrace the individuality of all our community members and comply fully with the Equality Act 2010.*

## **INTRODUCTION**

### What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

(The Department for Education, October, 2012.)

It is important to understand that bullying is not odd occasion falling out with friends, name calling, arguments or when the occasional ‘joke’ is played on someone. Children and young people do sometimes fall out or say things because they are upset. When occasional problems like this kind arise it is not necessarily classed as bullying unless it is done repeatedly and purposely.

The anti-bullying coordinator is Mrs C. Juggins and the anti-bullying governor is Mr A. Comfort.

## **PRINCIPLES AND VALUES**

At Victoria Dock Primary School we must ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. As a school, we take bullying and its impact

seriously. Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

## **OBJECTIVES OF THIS POLICY**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- The aim of this policy is to work together to ensure that our school is a safe place for children and adults to be, whether the school community is directly or indirectly affected by bullying or not.

## **TYPES OF BULLYING**

### Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, biting, hitting, punching or any use of violence
Racial	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic/ LGBTQ	because of, or focussing on the issue of sexuality / gender
Direct or indirect	Verbal name-calling, sarcasm, spreading rumours, teasing
Cyber bullying	All areas of internet, such as email and internet chat. Twitter, Facebook misuse, mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities, Ipad, games consoles.

### **BULLYING MAY BE RELATED TO:**

- Race
- Gender
- Religion
- Culture
- SEN or disability

- Appearance or health condition
- Home circumstances, including young carers and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia, LGBTQ

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips, online or through messages and social networking. It can take place in group activities and between families in the local community.

Schools have the power to discipline pupils for misbehaving outside the school premises “to such an extent as is reasonable”. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. (DfE Preventing & Tackling Bullying, 2015)

## **PERPETRATORS AND VICTIMS**

Bullying takes place where there is an imbalance of power of one person or persons over another. This can be achieved by:

- The size of the individual
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc.

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of child abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied because they may be too young or have a level of Special Educational Need which means that they may be unable to realise what others may be doing to them.

## **SEXUAL HARRASSMENT**

Research shows that the most vulnerable groups at risk of sexual harassment include girls, LGBT+, children perceived as LGBT or SEND.

Sexual harassment creates an atmosphere that, if not challenged, can normalise inappropriate behaviour. These behaviours should never be tolerated, passed off as ‘banter’ or part of growing up.

Sexual harassment is likely to: violate a child’s dignity, make them feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment.

Any reports of sexual harassment at Victoria Dock will be taken seriously, and the academy will utilise appropriate sanctions, as outlined in the behaviour policy.

## **SIGNS AND SYMPTOMS FOR PARENTS AND STAFF**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school

- changes his or her usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do make less effort with school work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- avoids eye contact
- becomes short tempered
- changes his or her attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated

## **PREVENTING BULLYING**

At Victoria Dock Primary School, we use a variety of methods to support children in preventing and understanding the consequences of bullying through class assemblies, PSHE and Citizenship lessons, SMSC Curriculum and anti-bullying week.

The ethos and working philosophy of Victoria Dock Primary School means that all staff actively encourage children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded. Staff will regularly discuss friendship and bullying, this will inform children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour.

Staff will reinforce expectations of behaviour as a regular theme in line with our school's Behaviour Policy .

## **BULLYING OUTSIDE SCHOOL PREMISES**

Head teachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89 (5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in the local area.

Where bullying outside school is reported to school staff, it will be investigated and acted on. The head teacher will consider whether it is appropriate to notify the Police. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will always be informed.

## **RESPONDING TO BULLYING INCIDENTS**

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

The following steps must be taken when dealing with incidents:

- Any reported incidents of bullying must be taken seriously – staff must always listen and always act.
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or by the relevant class teacher.
- All children involved and those required who witnessed the incident will be interviewed and a clear account recorded and shared with appropriate members of staff.
- Parents will be informed and details of actions taken/to be taken.
- Parents will be kept informed.

## **RECORDING OF BULLYING INCIDENTS**

When an incident of bullying has taken place, staff will record and report each incident on CPOMs. An alert for all of these incidents will automatically be sent to the HT and DHT. Confirmed cases of bullying must be recorded and followed up for a period of time afterwards. All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that further incidents by the same child(ren) may be prevented from happening in the future. Incidents of bullying will be discussed with the Governing Body.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with an appropriate member of staff.
- reassuring the pupil.
- offering continuous support either on a one to one basis or via friendship groups.
- restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened.
- discovering why the pupil became involved.
- establishing the wrongdoing and the need to change.
- informing parents or guardians to help change the attitude of the pupil.
- exploring advice or guidance from external agencies e.g. Children's Social Care, Local PCSO, School Nurse, Primary PRU etc.

The following disciplinary steps may be taken in line with the school's Behaviour Policy:

- Parents informed
- Missed breaks
- Loss of privileges/clubs
- Fixed-term exclusion
- Permanent exclusion.

## **ROLES AND RESPONSIBILITIES OF HEAD, STAFF, GOVERNING BODY, PARENTS AND PUPILS**

### Governing Body

The governing body is responsible for the Anti-Bullying Policy, and for ensuring that it is regularly monitored and reviewed. The governing body will:

- Support the Headteacher and the staff in the implementation of this policy.
- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.
- Appoint a member of the governing body to have a specific responsibility for bullying.

### Headteacher

The Headteacher is responsible for implementing the anti-bullying policy and will ensure that:

- Bullying is addressed as an issue in the curriculum.
- All staff receive training that addresses bullying behaviour.
- The governing body is regularly provided with information regarding issues concerning behaviour management including bullying.
- A senior staff member is appointed to be responsible for the monitoring of the policy and anti-bullying strategies.

### Staff

Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of personal safety and wellbeing in school.

All members of staff will:

- Provide children with a good role model.

- Provide children with a framework of behaviour including class rules which support the school policy.
- Emphasise and behave in a respectful and caring manner to create a positive atmosphere.
- Always be aware and take action when there are concerns about bullying.
- Report and record all allegations of bullying following the school's policy.

### Parents/Carers

We expect that parents/carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school and that they will support us in helping us meet our aims. We want them to feel confident that everything is being done to make sure their child is happy and safe at school.

### Pupils

We expect that pupils:

- Will support the Headteacher and staff in the implementation of the policy
- Will not bully anyone else, or encourage and support bullying by others
- Will tell an adult if they are being bullied, usually either a member of staff or parent
- Will act to prevent and stop bullying. Usually this is through telling an adult if they know or suspect that someone else is being bullied

Pupils must recognise that being a "bystander" is not acceptable, and understand how their silence supports bullying and makes them in part responsible for what happens to the victim of bullying.

## **COMPLAINTS PROCEDURES**

If parents/carers are not satisfied with the response to any reports of bullying, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedures.

## **HELP ORGANISATIONS:**

Advisory Centre for Education (ACE) 0300 0115 142

KIDSCAPE Parents Helpline (Mon-Fri, 10am-5pm) 020 7730 3300

Parentline Plus 0808 800 2222

Anti-bullying Alliance [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

