



Anti Bullying Policy

Updated	January 2022
Approved and Ratified by Full Governing Body	March 2022
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Dovelands Primary School is a Gold UNICEF Rights Respecting School

Article 13: every child must be free to express their thoughts and opinions

Article 14: every child has the right to think and believe what they choose and also to practice their religion

At Dovelands we aim to provide an environment where all individuals have the right to develop their skills and knowledge in a safe, secure and supportive environment, free from intimidation, prejudice or discrimination of any kind. This policy covers the anti bullying procedures at our school and applies to all members of our school community and has been written using guidance from:

- [Behaviour and discipline in schools](#)
- [The Equality Act 2010](#)
- [Keeping Children Safe in Education](#)

Aim of Policy

The purpose of the anti-bullying policy is to ensure that our pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. The school community has a responsibility to respond quickly and effectively to issues of bullying and this policy outlines the procedures that must be adhered to.

Statement of Intent

It is our intent to ensure the school community works collaboratively to create a welcoming, safe environment where relationships are based on respect and developing positive self-esteem in everyone. We aim to provide a secure, nurturing environment, where children are able to learn without fear of being bullied. Expectations for classrooms and around school are that they should be conducive to learning and encourage staff, pupils, parents and visitors to work alongside each other in a positive atmosphere where everyone feels valued. If bullying does occur, we aim to deal with incidents quickly and effectively.

Definition of bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence

TYPE OF BULLYING	DEFINITION
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based 	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps/via mobile phones or gaming sites

Children are taught the definition using STOP (several times on purpose) through assemblies and class lessons. Leaflets are sent home to reinforce this definition with parents, and are shared with all staff members (including non-teaching staff).

Zero-tolerance approach to sexual harassment and sexual violence

The school will ensure that all incidents of sexual harassment and/or violence are met with a suitable response, and never ignored.

Pupils are encouraged to report anything that makes them uncomfortable, no matter how 'small' they feel it might be.

The school's response will be:

- Proportionate
- Considered
- Supportive
- Decided on a case-by-case basis

The school has procedures in place to respond to any allegations or concerns regarding a child's safety or wellbeing. These include clear processes for:

- Responding to a report
- Carrying out risk assessments, where appropriate, to help determine whether to:
 - Manage the incident internally

- Refer to early help
- Refer to children's social care
- Report to the police

Please refer to our Child Protection and Safeguarding Policy for more information.

What bullying isn't

It is not the odd occasion falling out with friends, name calling, arguments, or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise they are dealt with seriously, but it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships. Bullying is 'Several Times on Purpose'.

Responsibilities

Everyone involved in the life of the school must take responsibility for promoting a consistent anti-bullying approach, making it clear that any form of bullying or intimidation is unacceptable. Everyone in the school community is responsible for ensuring that the school rules are adhered to. Everyone is expected to be vigilant and to report any incidents of bullying or intimidation in line with the agreed procedures. What are they?

Head Teacher

The role of the Head teacher is to ensure all staff are following the guidelines of the anti bullying policy and they are adequately supported to allow them to do this. It is the responsibility of the Headteacher to deal with any inappropriate behaviour by staff or visitors in the school. The Head teacher should be fully informed on matters concerning bullying and regularly monitor incident reports and actions taken and evaluate the effectiveness of this policy.

Staff

Staff are expected to provide an effective teaching environment for children where they are able to learn without fear of bullying. They are expected to model and promote positive behaviour, emphasising the importance of celebrating achievements and valuing others. Staff must make clear that bullying is unacceptable and will not be tolerated and ensure children understand the consequences of any bullying behaviour. It is the responsibility of all staff be vigilant and to deal quickly and effectively with any issues. Consistent procedures applied by all staff, including non-teaching staff, is vital and all staff must follow the anti bullying policy guidelines.

Any staff member who is aware of an adult in the school community involved in bullying other adults or children is expected to report this.

Parents/carers

It is important for all adults, including parents/carers and visitors, to model positive behaviour at all times. Parents/carers are expected to work in partnership with staff to make it clear to children that the school does not tolerate bullying. If a member of school staff has concerns about a child's behaviour, parents will be contacted (by the class teacher in the first instance). It is the expectation that parents and carers will fully support the school's actions if their child is involved in bullying behaviour.

If parents have any concern about their child may be being bullied, they are expected to report this to the class teacher. **Approaching or accusing pupils or other parents is unacceptable.**

Any parent who is aware of an adult in the school community involved in bullying other adults or children is expected to report this.

Reporting and Recording

Bullying allegations can come from a number of different sources including from the child, child's friends, parent/carer or staff member. All allegations will be listened to and taken seriously.

The following steps will be taken when dealing with incidents:

- If bullying is suspected, the incident will be investigated and dealt with immediately by the most appropriate member of staff, usually the class teacher in the first instance.
- A clear account of any bullying incidents will be recorded on CPOMs and the Headteacher and relevant Phase Leader will be alerted. Records will be shared with future schools.
- An appropriate member of staff will interview all concerned and records logged onto CPOMS, including records of any actions taken.

Each case will be dealt with individually, with the Headteacher ensuring that the member of staff dealing with the situation does the following:

- Keeps the children involved informed
- Keeps the class teachers informed
- Contacts parents and has the appropriate meetings between staff and parents
- Sanctions will be used as appropriate, in line with the behavior policy
- If the incident is of a racist nature then the Racist Incident this will be recorded on CPOMS
- The number of bullying incidents and racist incidents are reported termly to the Governing body

Pupils

The appropriate member of staff needs to ensure the needs of the victim are met, as well as the pupil who has bullied. Each individual case will be carefully assessed. An action plan may be set up where appropriate (Appendix A).

Pupils who are victims of bullying will be supported by:

- Offering an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice
- Reassuring the pupil
- Offering continuous support – involvement of a named adult, peer mentors, regular check ins
- Assertiveness training where appropriate
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why they became involved
- Establishing the wrong doing and need to change behaviour/attitude
- Informing parents/carers to help change the attitude of the pupil
- Involving behaviour support and setting up an ongoing behavior plan to help change behaviour
- Acknowledge the feelings of the victim

Each year, records of incidents will be reviewed with reference to this policy to ensure that procedures are effective.

Pupil code of conduct

Pupils are expected to follow our school rules:

- We do as we are told straight away
- We keep our hands, feet and unkind words to ourselves
- We are kind and respectful at all times
- We do not accept swearing, teasing or bullying
- We look after ourselves, others and the school
- We ask for help when we need it

Sanctions

A number of sanctions are available as a deterrent or consequence for bullying. These may include:

- Playtime and/or lunchtime detention
- Exclusion from certain areas of the school premises
- Close monitoring
- Report cards being issued
- Persistent or severe cases can lead to a fixed term exclusion being applied

Preventing Bullying

The school actively promotes a welcoming caring environment in which children and adults can work. It supports the building of positive relationships and does not tolerate any form of bullying in school community.

Strategies adopted by the school to support this include:

- Promotion of the School Values, including tolerance and respect
- Raising awareness of Internet safety through assemblies and class lessons, including social media
- The creation of supervised 'quiet' areas at breaks and lunchtimes
- The use of assemblies to raise awareness
- Participation annually in 'Anti-Bullying Week' activities
- Curricular approaches to anti-bullying, through PSHE.
- Circle time
- Co-operative group work
- Clear, consistent school rules shared with children and parents and displayed in each classroom
- Consultation with the School Council
- Leaflets sent home and policy put on the web site to keep parents informed
- Playtime and lunchtime activities offered to encourage cooperative play
- Positive rewards

Incidents involving bullying may occur on the way to and from school, outside the school hours or off the premises. All members of the school community affected by such incidents have a responsibility to report them following the guidance of this Anti Bullying Policy.

Links with other policies

This online safety policy is linked to our:

- Child protection and safeguarding policy
- Behaviour policy
- ICT and internet acceptable use policy
- Mobile Technology policy
- Staff Code of Conduct
- Information Security Policy
- Electronic and Communications Policy
- Whistleblowing Policy



Appendix A: Anti-bullying action plan

Issue/Action	Implementation of issue/action