



St Philip Westbrook C of E Primary School

"Together we aim high and with God's love we can fly"

Anti-Bullying Policy

Date of Review	Action
June 2017	Updated and agreed with Governors
July 2017	Updated to include the law and further information regarding preventing bullying
Dec 2018	Further updated LGBT following Stonewall training

Our school vision 'Together we aim high and with God's love we can fly' ensures that there are the highest expectations in developing positive relationships, where children value and respect one another and try hard to be considerate, responsible and caring members of our school.

The Holy Spirit, our Comforter, helps us to behave: Galatians 5:22-23: "God's Spirit makes us loving, happy, peaceful, patient, kind, good, faithful, gentle, and self-controlled.

At St Philip's we are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a happy and secure atmosphere.

Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each other with respect and kindness.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination. We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community.

We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study. We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

If bullying does occur, all pupils should be able to tell somebody and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

The Law

By law, every school must have measures in place to prevent all forms of bullying.

The Education and Inspections Act 2016

This states that schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.

Under this act school staff members have the power to discipline pupils for misbehaving outside the school premises and they are not under the lawful control or charge of a member of school staff, if it is reasonable for the school to regulate behaviour in those circumstances. One such example is cyberbullying because this does take place outside of school.

The Education Act 2011

This act gives powers to schools – this includes screening, searching and confiscation, including of electronic devices. This even includes the power to delete certain content. DfE guidance is available. (Note that some cyberbullying activities could be criminal offences under a range of laws and in this instance should not be deleted, but passed onto the police.)

Equality Act 2010

Staff in schools must act to prevent discrimination, harassment and victimisation within the school. This covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Children Act 1989

Where there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern.

Keeping Children Safe in Education Part 1 & Working Together to Safeguard Children Chapter 1

Even when safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying. Details and support can be found in the above documents.

Objectives of This Policy

- All governors, staff, pupils and parents should have an understanding of what bullying is.
- All governors and 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.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

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. It can happen face-to-face or through cyberspace.

The main types of bullying are:

- **Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- **Attacking property** – such as damaging, stealing or hiding someone's possessions
- **Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- **Psychological** – such as deliberately excluding or ignoring people
- **Cyber** – such as using text, email or other social media to write or say hurtful things about someone

Bullying can be Based Upon the Following Things:

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situation

No form of bullying will be tolerated and all incidents will be taken seriously.

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored in the behaviour log with follow up actions and sanctions, if appropriate.

School Script for Tackling Homophobic, Biphobic and Transphobic (HBT) Language, Racist Language and Unacceptable Language

- Ask the pupil 'What do you mean by that?' 'Do you know what that word means?'
- Explain to the child what the word means in an age-appropriate way.
- Say to the child 'Our Christian values of.....'
- Put it in a personal context to the child. 'How would you feel if.....?'

Signs and Symptoms

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs:

- Is frightened of walking to and from school
- Begs to be driven to school
- Changes their normal routine
- Is unwilling to go to school (school phobic)
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to be poorly at school
- Comes home with clothes torn or damaged
- Has possessions that go "missing"
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Bullies other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above

Creating an Anti-Bullying Climate in our School

Our school's Behaviour Policy explains how we promote positive behaviour through our Christian Values. We aim to create an inclusive environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being, and include and support each other.

We:

- Ensure that our Christian values are evident in all aspects of school life.
- Ensure that staff are excellent role models in displaying our Christian values including respect.
- Difference and diversity are celebrated across the school through diverse displays, books and images.
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible.
- Stereotypes are challenged by staff and pupils across the school.
- Involve parents to ensure that they are clear that our school does not tolerate bullying and are aware of the procedures to follow.
- Involve pupils to ensure that all children understand our school approach and how they can play a part in preventing bullying.
- Teach a comprehensive up to date PSHE curriculum (linked to the PSHE Association) throughout school with links to national charities and campaigns such as the NCPCC Pants.
- Incorporate British values into school life and our Christian values
- Have a carefully planned worship rota based on our Christian values which incorporates openly discussing differences between people including those groups identified in the Equality Act.
- Have annual anti bullying weeks in line with national events.
- Have an annual British values day and Masizani Day (partner South African school).
- Have a half termly debate relating to our British values.
- Use the Make a Noise Tootoot online worry tool for pupils in Y1 – Y6 to report any concerns, this includes the facility to upload cyberbullying evidence which occurs outside of school.
- Issue pupil and parent surveys and act on the results.
- Use circle time, role-play and stories to help prevent bullying and to create an anti-bullying climate in school.
- Have School Council, E-Safety, Global Awareness and Ethos pupil groups.
- Regularly review and update our approach, for example updating the acceptable use policies in line with new technology and evaluating the effectiveness of policies.
- Use organisations for support, such as the anti-bullying alliance

- Keep up to date with training, provide professional development, and disseminate to staff and the school community.
- Remind pupils to TELL via posters around school, in the washrooms and the website, we also provide links and numbers to ChildLine and other organisations.

Strategy for Dealing with Bullying

1. All pupils will be made aware that they need to report all incidents that have caused them upset to a member of staff.
2. All members of staff to log reported incidents on the incident form using the appropriate code.
3. SLT will regularly monitor the forms to see if any repeated patterns occur.
4. Any bullying behaviour or threats of bullying will be investigated in order for the bullying to be stopped quickly.
5. Parents should be informed and may be asked to come in to a meeting to discuss the problem and go through our Anti Bullying policy.
6. If necessary and appropriate, the police will be consulted.

Outcomes

1. The pupil or group of pupils who are bullying will be asked to genuinely apologise. Other consequences will take place such as missed playtimes, lost privileges etc.
2. The pupil who has been bullied will have the opportunity to participate fully in decisions made about them and help to formulate appropriate action to respond to the incident of bullying.
3. Actions/support will be put in place to ensure that the pupil or group of pupils who have bullied change their behaviour.
4. Support will be given to the pupil who has been bullied, the nature and level of the support will depend on the circumstances and need.
5. After it has been dealt with, each case will be monitored to ensure that it does not happen again.
6. In very serious cases, suspension or exclusion will be considered.

School Council

The school council have been fully involved in reviewing and formulating this policy. They say:

“We all stand together against any bullying.”

“Be a buddy, not a bully!”

“We all know to TELL an adult if we see someone being bullied or if we feel that we are being bullied. We know that the quicker we TELL, the quicker it will stop, because the teachers will sort it out straight away.”

Further Sources of Information

Advice and further guidance, including a range of links to websites, can be found in the DfE document Preventing and Tackling Bullying July 2017