



Ditton Primary School

Anti-Bullying Policy

2020-2021

DITTON PRIMARY SCHOOL

Anti-bullying Policy

Definitions

Bullying

'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. There is evidence of an imbalance of power. Bullying includes name-calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text-messaging and emailing; sending of offensive or degrading images by phone or the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. Although sometimes occurring between two individuals in isolation, it quite often takes place in the presence of others.'

Racist or homophobic incident *'A racist or homophobic incident is any incident which is perceived to be racist by the victim or any other person.'*

Why pupils are bullied

Pupils are bullied for a variety of reasons. Specific types of bullying include:

- Bullying related to race, religion or culture
- Bullying related to SEN or disabilities
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying

1.0 Definition

- 1.1 Bullying is repeated action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.
- 1.2 Cyber bullying can be defined as the use of information and communications technology, particularly mobile phones and the internet, deliberately to upset someone.
- 1.3 Racially, homophobic or transgender motivated bullying includes actions where this motivation is perceived by the victim to be so motivated.

2.0 Aims and objectives

- 2.1 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- 2.2 To produce a consistent school response to any bullying incidents that may occur, including cyber bullying, transgender and racially motivated bullying.
- 2.3 We will make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

3.0 The role of governors

- 3.1 School has a Safeguarding Governor, who is principal lead for anti-bullying. The staff and governing body does not allow bullying to take place in our school, and any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- 3.2 The governors require the Head teacher to keep accurate records of all incidents of bullying and cyber bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- 3.3 The chair of governors responds within fifteen working days to any request from a parent to investigate incidents of bullying. Where appropriate, the governing body notifies the Head teacher and asks them to conduct an investigation into the case and to report back to a representative of the governing body.

4.0 The role of the Head teacher

- 4.1 It is the responsibility of the Head teacher to implement the school anti-bullying strategy and to ensure that all are aware of the school policy and know how to deal with incidents of bullying.
- 4.2 The Head teacher ensures that all children know that any bullying is wrong, and that it is unacceptable behaviour in this school.
- 4.3 The Head teacher ensures that all staff receives sufficient training to be equipped to deal with all incidents of bullying.
- 4.4 The Head teacher sets the school climate of mutual support and praise for success, so making bullying less likely.

5.0 The role of adults in school

- 5.1** All adults in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.
- 5.2** If staff witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Head teacher, the teacher informs the child's parents.
- 5.3** Incidents of bullying are to be recorded as a high level behaviour within the high level incident folder which is kept in the Head teacher's office. Pastoral lead to contact and support victims and the families of those affected.
- 5.4** We use curriculum time during P.H.S.E to explore issues around bullying and consider other people's points of view. We also welcome and will establish initiatives such as Playground Leaders to help reduce the possibility of incidents occurring. The whole school takes part in an Anti-bullying week. For Year 6 children, we work with the high school to provide extra opportunities to relay the anti-bullying message so that the children know what to do should an incident of bullying occur in the early stages of KS 3.
- 5.5** Class teachers actively engage in anti-bullying week, this includes providing workshops and lessons throughout the school in order to educate children as to what bullying looks like and what to do if they witness or experience bullying. Children are taught about tolerance, equality and to celebrate difference.
- 5.6** Staff in school are aware of their responsibility to adhere to the Equality Act 2010.

6.0 The role of parents

- 6.1** Parents who are concerned their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- 6.2** Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school. This is overtly referenced in the Home-school agreement.

7.0 The role of the children

- 7.1** The children are encouraged to speak to their own class teacher or another adult in school if they are being bullied. (Pastoral Lead or Behaviour Lead)
- 7.2** Worry boxes will be installed in all classrooms so that children have a confidential way of bringing concerns to the attention of their teacher.
- 7.3** If a child witnesses another child being bullied, they are encouraged to tell a member of staff and the matter will be dealt with in confidence.

8.0 Monitoring and review

- 8.1** This policy is monitored on a day-to-day basis by the Head teacher, who reports to governors about the effectiveness of the policy on request.