



**Alkborough Primary
School
Anti –Bullying Policy
2023
V.5**

This policy should be read in conjunction with other policies that include;

- whole school Behaviour Policy,
- Diversity and Equality,
- PSHE,
- RSE Policy
- E-Safety,
- Accessibility,
- SEND,
- SRE
- Safeguarding,
- Confidentiality
- Data Records Management
- Privacy Notice,
- Community Cohesion,
- Inclusion.
- Complaints policy

This document has been informed by: -

- Keeping Children Safe in Education 2023
- Every Child Matters
- The Equality Act 2010

Definition

Bullying can be described as 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully'. Bullying is "Behaviour by an individual or a group, repeated over time, that intentionally hurts another individual or group either physically or emotionally." (DfE Preventing and Tackling Bullying, 2017)

Bullying can be direct or indirect:

- Physical - kicking, hitting, taking belongings, sexual violence
- Verbal - name calling, taunting, mocking, moderate/severe banter, making offensive comments, sexual harassment
- Non-verbal – gestures, producing offensive graffiti
- Psychological - deliberately excluding people from groups, threats

This includes the same inappropriate, harmful behaviours expressed via digital devices (sometimes known as cyber bullying.) Examples could be the sending of inappropriate messages by phone, text, Instant Messenger, through websites, social media sites and apps, and sending offensive or degrading imagery by mobile phones or via the internet.

Bullying behaviour is deliberately hurtful and ongoing (It is not the same as random unprovoked aggressive acts.) It is unequal and difficult to counteract by the person being bullied as it involves a power imbalance. The imbalance of power can manifest itself in several ways:

- physical - size of people involved, number of people involved
- psychological – knowing what upsets someone and deliberately doing it
- socially – deliberately isolating someone It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

Low level disruption, offensive language, banter and 'horseplay' will be challenged. Where this occurs, clear expectations of behaviour will be set to prevent such negative behaviours from escalating.

An act, or acts, of bullying can take place at any time in or outside school premises or hours. This policy will apply at any point whilst a child is a registered pupil at our school.

Staff, parents and children at Alkborough Primary work together to create a happy, caring and safe learning environment. Bullying, whether verbal, physical, cyber or indirect, is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Bullying may be brought to the attention of any member of staff by the victim(s), their friend(s), their parent(s) or other interested people.

Aims

- To provide a safe, caring environment for the whole school community, especially the children in our care.
- For all governors, teaching and non-teaching staff, pupils and parents to understand what bullying is.
- For all governors and teaching and non-teaching staff to know what the school policy is on bullying and follow it when bullying is reported.
- For all pupils and parents to know what the school policy is on bullying, and what they should do if bullying arises.
- To instil in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- To reassure children that they will be listened to and will know that it is all right to tell.
- To heed parents' concerns and keep them informed of actions taken in response to a complaint.
- A full investigation will follow any report of bullying with detailed records kept of incidents, reports and complaints.
- To take appropriate action, including exclusion in cases of severe bullying.
- To monitor incidents of bullying during the school year by the head teacher.
- A separate list of any racist incidents will be kept.

The whole purpose of this policy must be to provide help for both the victims of bullying and for those who are carrying it out. Whilst it may be necessary to impose sanctions in line with our behaviour policy to help resolve matters, it must always be held in mind that our key aim in all strategies is not that of punishment but of help. It is our intention to ensure that bullying should stop and especially that the perpetrator should understand the hurtful nature of their actions and not reiterate similar bullying behaviour, in the future. We would want pupils to reflect on the consequences of their actions.

Forms of bullying

Bullying can happen to anyone.

This policy covers all types of bullying including:

- Bullying relating to Race and Culture - derogatory assumptions or generalisations about colour of skin, accent or the way they talk, ethnic grouping, references to terrorism, dress etc.
- Bullying relating to Religion – derogatory assumptions or generalisations about religion, religious taunts and intolerance.
- Bullying relating to Disability - derogatory assumptions or generalisations about a young person's disability.
- Bullying relating to Sexual Issues– unwanted physical contact or sexually abusive comments including sexual harassment and sexual violence.
- Bullying relating to Sexual orientation- Homophobic / LGBTQ+ - ridicule, gestures, malicious warning others about a person, put downs, insults, etc.

- Bullying relating to Perceived Differences – the way someone looks, talks etc.
- Bullying relating to Special Educational Needs - learning difficulties or being gifted/talented
- Bullied because they are a Child in care or Adopted
- Bullied because they are a Young Carer
- Bullied because of Other reasons i.e. jealousy, friendships

Anti-Bullying Education in the Curriculum

At Alkborough Primary School we use a variety of methods to support children in preventing and understanding the consequences of bullying:

- PSHE curriculum – SCARF
- Circle time
- Relationships and Sex Education lessons
- Spiritual, Moral, Social and Cultural (SMSC) curriculum
- Assembly themes
- Anti-bullying week
- Safer Internet Day
- E-safeguarding lessons
- Restorative Practice via the Positive Behaviour Policy
- With me in mind wellbeing ambassadors
- Whole school approach to promoting wellbeing, including the Thrive Approach

Other strategies include increased understanding for victims and teaching pupils how to manage relationships in a constructive way. All children have a trusted adult in school they can talk to about any worries, contributing to their safeguarding. In addition, we have introduced a 'worry box' which is checked frequently, and children are spoken to about their concerns. We also have sports ambassadors that organise activities in the playground to promote inclusion.

Entitlement

Everyone at Alkborough Primary has the right:

- To work and play in a safe and secure environment, free from aggression and abuse.
- To express their attitudes and feelings constructively and have these respected by others.
- To feel valued, listened to and included in all aspects of school life
- To have an uninterrupted education.
- To have personal property respected.

Everyone at Alkborough Primary has the responsibility:

- To behave acceptably in all situations.
- To accept the consequences of their actions.
- To understand their responsibilities in the learning process.
- To be polite and co-operative with everyone, respecting their rights and feelings.
- To show respect and tolerance to all including the named protected characteristics of the Equality Act 2010.
- To respect school and public property and other children's personal property.

SEN/Disability

Alkborough Primary School is fully committed to complying with the 2015 SEN code of practice and the Equality Act (2010) including:

- Promoting equal opportunities
- Eliminating discrimination
- Celebration of difference
- Eliminating harassment related to SEND
- Promoting positive attitudes towards SEND children
- Encouraging SEND pupils to participate fully in the life of school
- Raising awareness of disability

The PSHE/RSE Leader is responsible for initiating and developing with other colleagues, an anti-bullying programme as part of the PSHE curriculum. Other appropriate staff are responsible for delivering the anti-bullying materials to members of the school community as part of a planned programme of study.

Procedures for dealing with bullying

- Report bullying incidents to staff – staff should never ignore suspected bullying! The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly.
- Staff should not however, make premature assumptions. They need to listen carefully to all accounts – several pupils with the same version does not mean they are telling the truth.
- Adopt a problem-solving approach that moves pupils forward from self-justification.
- Follow up proven cases to check bullying has not returned.
- Keep detailed records.
- In cases of serious bullying, the incidents recorded by staff will be made known to the Head teacher so that she is aware and able to deal with promptly. Furthermore, in serious cases parents should be informed and will be asked to come into a meeting to discuss the problem.
- In line with our complaints policy, when a formal complaint is made against a pupil the pupil may be interviewed. It is good practice that, when pupils are interviewed in a formal situation, the children's parents are present. If this is not possible then a member of staff who is known and trusted by the pupil should be invited to attend. (section 2.5)
- If necessary and appropriate, police will be consulted
- An attempt will be made to help the perpetrator of the bullying to change their behaviour

In response to a complaint of bullying, the discipline procedures of Alkborough Primary should be followed given due regard to the positive behaviour policy, with staff making a full investigation, keeping detailed records and applying sanctions as necessary.

Staff should apply one or more of the strategies below, depending on the perceived seriousness of the situation. The emphasis should always be one of showing a caring and listening approach.

The procedures should then be followed by the class teacher, senior member of staff or Head Teacher, depending on the severity of the situation.

1. Discuss the nature of the bullying with the 'victim' at length, recording all the facts. This will require patience and understanding.
2. Identify the bully/bullies and any witnesses.

3. Interview witnesses.
4. Discuss the incident(s) with the alleged bully/ies. Confront them with the allegations and ask them to tell the truth about the situation/incident. Make it clear that this is only an investigation at this stage.
5. If the bully owns up, make it understood that bullying is not acceptable at Alkborough Primary and what effect it has on the education of the victim and the rest of the children in the class/school. Apply sanctions relevant to the type of bullying. (See Positive Behaviour Policy)
6. If the allegation of bullying is denied, investigate further. If there is sufficient evidence that the bullying occurred, apply relevant sanctions.
7. Hold separate discussions with parents of the bully and victim. All discussions are recorded on CPOMS.
8. Sanctions will be in line with our positive behaviour policy and determined by the head teacher according to the severity of the incident/s.
9. Provide support for the victim, through monitoring and observing at break times and lunchtimes, and through discussion to make sure there is no repetition. All staff in school to be aware if this is the case and the victim to choose a named adult and other child that they can talk to if still needing further support and reassurance.
10. Ensure that the bully is aware of the effect of their actions through opportunities in circle time for the child/ren to discuss relationships, feelings and the effect bullying can have on individuals. In some cases, it may be applicable for the perpetrator to listen to the effects of their behaviour on the victim and other pupils and staff within the school.

Bullying off the School Premises

Pupil's Conduct Outside the School Gates

The Headteacher reserves the right to follow the school behaviour policy when non-criminal bad behaviour and bullying occurs outside of the school premises, including online. This includes:

- When children are taking part in school visits or school-related activities
- When travelling to and from school
- When wearing school uniform
- When otherwise identifiable as belonging to the school community.

Where the behaviour outside school does not fall into these categories, the school will support the family, through the Early Help arena to deal with the consequences of the behaviour.

Although Alkborough Primary is not directly responsible for bullying off the school premises if both the victim and the bully are from our School The Headteacher, or delegated member of the Senior Leadership Team, reserves the right to review individual circumstances on a case by case basis in order to apply the positive behaviour policy and anti-bullying policy fairly and without discrimination.

Bullying Directed Towards Race, Gender, Sexual Orientation or Disability

Alkborough Primary will not tolerate bullying against anyone because of his or her race, gender, sexual orientation or disability. The school will take preventative action to reduce the likelihood of bullying incidents of this nature occurring. Stereotypical views are challenged, and pupils learn to appreciate and view positively differences in others, whether arising from race, gender, ability or disability.

Racial Bullying/Harassment

Racial bullying will not be tolerated at Alkborough Primary and will be treated severely. If a child receives verbal abuse, physical threats or attacks, or if a pupil brings racist literature into school, incites others to behave in a racist way or writes racist insults, this will be thoroughly investigated and logged appropriately by the head teacher and immediate action taken against the perpetrator in line with our Diversity and equality policy. Alkborough Primary has a duty to develop children's understanding of ethnic diversity issues and explore racial tolerance in PSHE lessons, Religious Education lessons and in school assemblies. Alkborough Primary guarantees confidentiality and support for those being bullied. Racial incidents are reported to the Governing Body and LA as required.

Sexual Bullying and peer on peer abuse

Alkborough Primary School recognises that children are vulnerable to and capable of abusing their peers. We take such abuse as seriously as abuse perpetrated by an adult. This includes verbal as well as physical abuse. Peer on peer abuse will not be tolerated or passed off as part of "banter" or "growing up". We are committed to a whole school approach to ensure the prevention, early identification and appropriate management of peer-on-peer abuse within our school and beyond. In cases where peer on peer abuse is identified we will follow our child protection procedures, taking a contextual approach to support all children and young people who have been affected by the situation. We recognise that peer on peer abuse can manifest itself in many ways such as:

- Child Sexual Exploitation
- Sexting or youth produced digital imagery
- Up skirting
- Bullying
 - Radicalisation
 - Abuse in intimate relationships
- Children who display sexually harmful behaviour
 - Gang association and serious violence (County Lines)
- Technology can be used for bullying and other abusive behaviour

Sexual bullying has an impact on both genders. A sexual assault will lead to the exclusion of the perpetrator from Alkborough Primary. Sexual bullying is characterised by abusive name-calling, comments about appearance, attractiveness and emerging puberty, inappropriate and uninvited touching, sexual innuendoes and propositions (i.e., sexual harassment).

Alkborough primary's strategies to deal with sexual bullying and peer on peer abuse include:

- recording incidents
- developing understanding of gender relations
- exploring sexism in PSHE lessons
- using single-sex groups to discuss sensitive issues
- Implementing appropriate discipline procedures as appropriate.
- Delivering age-appropriate sex and relationship lessons, using 'Big talk' education, a leading provider of in school relationship and sex education programmes and training.
- Where an incident involves sexual violence or sexual harassment refer to Child Protection procedures in line with Keeping Children Safe in Education, 2023.

Sexual Orientation

Sexual bullying can also be related to sexual orientation. Children do not have to be homosexual or bi-sexual to experience such bullying. Staff need to be aware that homophobic bullying can occur and challenge homophobic language and explore pupils' understanding – they might not understand the impact.

Special Education Needs or Disabilities

Pupils with special educational needs or disabilities might not be able to articulate experiences as fluently as other children. Staff should be sensitive and alert to this. Teachers try to make classroom activities and lessons sensitive to such children's needs. We teach assertiveness and other social skills and teach victims to say 'No' or to get help. A named mentor/friend may be appointed for the pupil to confide in.

High attainers, gifted or talented pupils can also be affected by bullying. Teachers should treat this as seriously as any other type of bullying.

Further information

DFES Website

Up to date information about anti-bullying strategies

Anti-bullying alliance website

Kidscape website

Useful Publications and Websites Government Publications Sexual harassment and sexual violence in schools

Keeping children safe in education

- <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

Preventing youth violence and gang involvement -

<https://www.gov.uk/government/publications/advice-to-schools-and-colleges-on-gangs-and-youth-violence>

Preventing and tackling bullying in schools

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>