

BENTHAM C P SCHOOL ANTI – BULLYING POLICY

Definition of Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Our children are taught to use the phrase Several Times On Purpose. (S.T.O.P) to help them recognise bullying.

The North Yorkshire Behaviour & Attendance Strategy: Anti-Bullying Guidelines and self evaluation for schools define bullying as...

“Any sort of systematic physical or psychological intimidation by those in a position of power over those who are unable to defend themselves. It implies a willful, conscious desire to hurt, threaten or frighten someone, with the intention of causing distress. It can include personal, sexual or racial harassment.”

Types of Bullying

Bullying can be:

- **Physical** (hitting, kicking, pushing, poking, biting, pinching, theft etc)
- **Verbal** (name calling, threats)
- **Indirect** (spreading rumours, excluding someone from social groups and can include the exploitation of individuals.)
- **Emotional** (isolating other, tormenting, ridicule, humiliation, intimidating, excluding, manipulation and coercion)
- **Sexual** (Unwanted physical contact, abusive comments, homophobic abuse etc)
- **Online/Cyber** Bullying takes place online or through smartphones and tablets. (Sending offensive, rude, and insulting messages and being abusive, Sending information (including photographs) about another person that is fake, damaging and untrue, repeatedly sending messages that include threats of harm, harassment, intimidating messages, or engaging in other online activities that make a person afraid for his or her safety, intentionally leaving someone out of a group such as group messages, online apps, gaming sites and other online engagement, sharing personal information about another or tricking someone into revealing secrets and forwarding it to others

Bullying includes actions/behaviours taken because of a person's age, disability, faith, gender identity/reassignment, marriage and civil partnership status, pregnancy and maternity status, race, gender or sexual orientation. It is school's policy to challenge any prejudice language.

Aims of the Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Our school aims and values, along with our Positive Behaviour Policy, PHSE curriculum, RE curriculum and the ways in which we promote the Spiritual, Moral, Social and Cultural development of our pupils, all underpin our school ethos and help to prevent bullying occurring in the first place.

Statutory duty of schools

Every school must have measures in place to prevent all forms of bullying. The following paragraphs (in italic font) are taken from the DfE publication **Preventing and Tackling Bullying** (July 2017):

The Education and Inspections Act 2006 Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'.

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

Teachers 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.

At Bentham C P School we:

- Ensure all children and adults within school have a common understanding of what bullying is
- Minimise all forms of bullying
- Communicate clearly to children and parents the school's zero tolerance to any bullying and challenge any use of prejudice language.
- Stress that the whole school community acts together on this issue
- Continually work to maintain a warm and harmonious atmosphere within school

Signs of Bullying

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in school.

Schools' teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Principles

- All allegations of bullying are taken seriously and carefully investigated in a calm and consistent manner.
- Pupils, parents and staff are encouraged to talk openly about the issue.
- As part of the curriculum a greater understanding of bullying in all its forms has been developed.
- Children are taught strategies to help them deal with bullying situations which they may encounter.
- The school will protect and support all parties during school/extra curricular time and on school premises whilst issues are resolved.

Whole School Strategies to Minimise Bullying

- A regular programme of PSHE will support this policy including class discussions on dealing with friendship and playtime issues. Teaching about bullying will be systematic and throughout the year.
- Pupils are encouraged to report any bullying incidents to a member of staff or to an older pupil whom they trust. They are made aware that it is 'alright' to take a friend with them if they are worried about speaking out themselves.
- A STOP (Several Times on Purpose) box is located outside The Den Room for children to share their concerns.
- Pupils know not to blame themselves if they are being bullied.
- Pupils are encouraged not to 'join in' with bullying behaviour.

Implementation

The following steps may be taken when dealing with incidents of bullying:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded, recorded on CPOMS and the DSL and HT will be informed. The head teacher (or in their absence the DSL) will interview all concerned and will record the incident on CPOMS.
- School staff will be kept informed.
- Parents will be kept informed.
- Sanctions will be used as appropriate and in consultation will all parties concerned.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice.
- reassuring the pupil.
- offering continuous support, with the involvement of the school's Family Support Assistant if appropriate.
- restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- creating an individual code of conduct
- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps may be taken:

- official warnings to cease offending
- exclusion from certain areas of school premises
- fixed-term exclusion
- permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, circle time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Date: November 2022

Review Date: November 2023