

Deal Parochial Church of England Primary Schools

Anti-Bullying Policy

(based upon KCC model policy for schools)



This policy was approved by the Governing Body on Spring FGB 2017

This policy was updated June 2021

This policy will be monitored and reviewed on: June 2022

Staff

Head Teacher J Brown / Lead DSL

SENCO – M. Hogben

Nurture and well-being – E Cotterill

Governor responsible – M Heard, C og G

Kindness, Trust, Friendship, Respect, Courage, Forgiveness

Vision statement

Our School is built on the teachings of the Bible and inspired by The Gospel Values of Faith, Hope and Love.

Our Christian ethos is upheld by respecting humanity fostered through our community

that is welcoming, inclusive and forgiving.

Together we flourish through courageous learning, friendships and generosity.

TO BE THE BEST THAT I CAN BE – THE WAY GOD INTENDS

Mission Statement

Our hope is that each child at Deal Parochial Primary School will develop an appetite for learning that will endure throughout their lives. To achieve this, the curriculum will need to motivate and excite children so that they engage fully in learning, cultivate positive attitudes and relationships, make good progress and fulfil their true potential – being the best that I can be.

"Central to Christian theology is the truth that every single one of us is made in the image of God. Every one of us is loved unconditionally by God.

"This guidance helps schools to offer the Christian message of love, joy and celebration of our humanity without exception or exclusion."

Stephen Conway, Bishop of Ely and lead bishop for education said: "Our vision for education speaks of living life in all its fullness. Our vision has a clear commitment to dignity and hope, both of which can be undermined by any form of bullying. This guidance will help to bring our vision into reality by equipping schools to remove these pernicious forms of bullying that strike at the heart of a child's identity and formation."

Chief Education Officer for the Church of England, Nigel Genders, said: "Providing an education to our 1 million children that will enable them to live life in all its fullness is a big responsibility. The report acknowledges that it is likely that not all will agree on issues to do with human sexuality, marriage or gender identity. It goes on to say that: "However, there needs to be a faithful and loving commitment to remain in relationship with the other and honour the dignity of their humanity without 'back turning', dismissing the other person, or claiming superiority."

Deal Parochial School follows and uses the guidance from "Valuing All God's Children" 2017 which is published by The Church of England Education. This provides helpful guidance for Church of

1) Objectives of this Policy

This policy outlines what our school will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated.

The Equality Act 2010

The Equality Act 2010 protects people from discrimination (both direct and indirect) and harassment in various fields on the grounds of certain “protected characteristics”. The eight protected characteristics under this Act are:-

- Age
- Disability
- Gender reassignment (gender identity)
- Pregnancy
- Religion and belief
- Sex
- Sexual orientation.

The categories of people covered by the schools’ provisions are:-

- Prospective pupils (in relation to admissions arrangements)
- Pupils at school (including those absent or temporarily excluded)
- Former pupils (in respect of conduct closely associated with their former relationships with the school)

2) Our school community:

Discusses, monitors and reviews our anti-bullying policy on a regular basis.

Supports all staff to promote positive relationships and identify and tackle bullying appropriately.

Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.

Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.

Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

3) Definition of bullying

Bullying is “**Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally**”.

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet.

4) Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

Bullying related to race, religion or culture.

Bullying related to LDD (learning difficulties or disability).

Bullying related to appearance or health conditions.

Bullying related to sexual orientation ***Homophobic, biphobic or transphobic bullying*** can be defined as behaviour or language which makes a person feel unwelcome or marginalised because of their sexual orientation or gender identity, whether actual or perceived, or because of their association with people who are, or are perceived to be, lesbian, gay, bisexual or transgender (e.g. children of same-sex couples). VAGC – Valuing All God’s Children C of England Guidance report 2017

Bullying of young carers or looked after children or otherwise related to home circumstances.

Sexist, sexual and transphobic bullying.

5) Preventing, identifying and responding to bullying

The school community will:

Work with staff and outside agencies to identify all forms of prejudice-driven bullying.

Actively provide systematic opportunities to develop pupils’ social and emotional skills, including their resilience.

Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.

Train all staff including lunchtime staff, learning mentors and LSU staff to identify bullying and follow school policy and procedures on bullying, including recording incidents of bullying.

Actively create “safe spaces” for vulnerable children and young people.

Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

6) Involvement of pupils

We will:

Regularly canvas children and young people’s views on the extent and nature of bullying.

Ensure pupils know how to express worries and anxieties about bullying.

Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.

Involve pupils in anti-bullying campaigns in schools.

Publicise the details of help-lines and websites.

Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

7) Liaison with parents and carers

We will:

Ensure that all parents / carers know who to contact if they are worried about bullying.

Ensure all parents know about our complaints procedure and how to use it effectively.

Ensure all parents / carers know where to access independent advice about bullying.

Work with all parents and the local community to address issues beyond the school gates that give rise to bullying.

8) Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

Complaints policy
Keeping Children Safe 2021 - DFE
Deal Parochial Child Protection Policy
Behaviour policy

The recording of racial incidents

Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by the policy.

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” November 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”: <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational

Supporting Organisations and Guidance

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Additional Content

Dealing with Incidents

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear and precise account of the incident will be recorded and given to the head teacher and/or designated lead
- The head teacher/ designated lead will interview all concerned and will record the incident
- Teachers/Form Tutors will be kept informed
- When responding to cyberbullying concerns the school will take all available steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary. The police will need to be involved to enable the service provider to look into the data of another user.
- If content posted online is offensive or inappropriate, and the person or people responsible are known, then the school will ensure that they understand why the material is unacceptable or offensive and will request that they remove it.

- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour and discipline policy.
- Parents/carers will be kept informed
- Sanctions will be used as appropriate and in consultation with all parties concerned
- If necessary and appropriate, the police or other local services will be consulted

Supporting Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Reassuring the pupil and providing continuous support
- Restoring self-esteem and confidence

Working with the wider community and local/national organisations to provide further or specialist advice and guidance

Pupils who have bullied will be helped by:

- Discussing what happened and establishing the concern and the need to change
- Informing parents/carers to help change the attitude and behaviour of the child
- Providing appropriate education and support
- If online, requesting content be removed and reporting account/content to service provider
- Sanctioning in line with school behaviour/discipline policy. This may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), fixed-term and permanent exclusions.
- Speaking with police or local services

Supporting Adults

Adults (staff and parents) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designed lead and/or a senior member of staff/headteacher
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour and discipline policy
- Reassuring and offering appropriate support

Equalities Statement

At Deal Parochial CEP School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion, sexual orientation or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

At Deal Parochial CEP School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

The named Governor with lead responsibility for this policy is: Mrs Mary Heard

The named member of staff with lead responsibility for this policy is: Ms J Brown

Monitoring & review, policy into practice

This policy was approved by the Governing Body on Spring FGB 2017 and has been updated annually. The most recent update was July 2021.

This policy will be monitored and reviewed on: July 2022

The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying and outcomes. The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the school's action planning.