



# Dunston Hill

## Community Primary School



# Anti-bullying Policy

September 2018

# DUNSTON HILL COMMUNITY PRIMARY SCHOOL

## ANTI-BULLYING POLICY

### 1. Definition

This policy refers to all forms of bullying - this includes bullying relating to race, religion and culture, homophobic bullying, bullying related to special educational needs and disabilities, sexist and sexual bullying, and the use of cyber technology to bully.

‘Bullying is behaviour by an individual or group, usually repeated over time, which intentionally hurts another individual or group either physically or emotionally’ (Preventing and Tackling Bullying, Advice for School Leaders, Staff and Governing Bodies, 2011, Department for Education).

Bullying will not be accepted or condoned. All forms of bullying will be addressed. Bullying can include:

- Physical pushing, kicking, hitting, pinching etc.
- Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation, and the continual ignoring of individuals
- Racial taunts, graffiti, gestures Sexual comments, and/or suggestions Unwanted physical contact
- We are aware that children from ethnic minorities, disabled children and those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.

### 2. Aims

The aims of our anti-bullying policy are as follows:

To create an ethos in which attending our school is a positive experience for all members of our community:

- To make it clear that all forms of bullying are unacceptable at our school
- To enable everyone to feel safe while at Dunston Hill Community Primary School
- To encourage pupils to report incidents of bullying, including cyber bullying
- To deal with each incident of bullying as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying
- To support and protect victims of bullying and ensure they are listened to
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change
- To liaise with parents and other appropriate members of our community
- To ensure all members of our community feel responsible for helping to reduce bullying.

### 3. Statement of Intent

We at Dunston Hill Community Primary School believe that:

- Bullying, including cyber bullying, is unacceptable
- Bullying is a problem to which solutions can be found
- Seeking help and openness are regarded as signs of strength not weakness. We are a ‘telling’ school
- All members of our community will be listened to and taken seriously
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear
- Pupils will talk to an adult if they are worried about bullying, including cyber bullying, and have a right to expect that their concerns will be listened to and treated seriously

- Our pupils are involved in decision-making about matters that concern them
- We tackle bullying best by encouraging an environment where individuality is celebrated and individuals can develop without fear.
- We maintain and develop effective listening for children and staff within our school. e.g. through PSHE and circle time, assemblies and constantly promoting the message that all our children are important and have the right to be safe, happy, respected and listened to and supported
- We ensure all staff address incidents of bullying, including cyber bullying, effectively and promptly
- We ensure that all adults who have contact with our children e.g. midday supervisors, part-time staff, volunteers, vicar, support staff etc. know how to respond if they witness or are told of a bullying incident
- We communicate with parents and the wider school/setting community effectively on the subject of bullying, its definitions and how to report it
- We acknowledge the key role of every staff member in dealing with incidents of bullying
- We ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations, providing support and education for both the victim and the bully in order to affect future behaviour
- We promote emotional health and wellbeing across the whole school and for all members of our community to role-model this in all situations.

#### **4. Reporting incidents of bullying: Advice for parents/carers**

There are several methods for reporting suspected bullying incidents:

- Please make a report in person
- Please contact the school by phone and ask to speak to your child's teacher or the Head of School.

#### **5. Investigating allegations of bullying**

When parents have raised a concern about a potential bullying issue, it is important that they be assured that action will be taken. Our response will be as follows:

- The Head of School will contact the parent making the report about your concern within one school day. If she is not available, the administrator will ensure the message is passed to her
- The Head of School will talk to all parties concerned to establish what has happened and if the incident is considered bullying
- The Head of School will talk to the parents of the victim and the parents of the bully (This would usually be done separately) within 5 working days
- Please be aware that we cannot discuss any other child except your own.

#### **6. Our approaches to dealing with bullying**

##### **6a Everyone**

We believe that everyone involved in the life of Dunston Hill Community Primary School must take responsibility for promoting a common anti-bullying approach. We agree to:

- be supportive of each other provide positive role models
- convey a clear understanding that we disapprove of unacceptable behaviour
- be fully involved in the development of the anti-bullying policy and support anti-bullying practice
- support each other in the implementation of this policy.

## **6b Staff; including support staff and supply staff**

**A clear outline of how we respond to bullying incidents (including the recording procedure and possible sanctions).**

- All staff are expected to report incidents of bullying to the Head of School
- All staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.

Staff have agreed to:

- Provide children with a framework of behaviour including rules which support the whole school policy
- Emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere
- Raise awareness of bullying, including cyber bullying, through the curriculum including activities, stories, role-play, discussion, peer support, school/children's council, etc.
- Through the Head of School, to keep the governing body well informed
- regarding issues concerning behaviour management.

## **6c Governors**

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- Identify one governor to be the nominated 'link' within the leadership structure.

## **Our Safeguarding Governor is Mrs Sarah Pashley.**

Through the development and implementation of this policy, we at Dunston Hill Community Primary School hope that all children, parents/carers and staff will:

- Feel confident that everything is being done to make our school a safe and secure environment in which quality learning can then take place
- Feel supported in reporting incidents of bullying, including cyber bullying
- Remember that we are a 'telling' school and be reassured that if any member of our school 'tells', they will be listened to with sensitivity and respect, and action will be taken.

## **7. Monitoring, evaluation and review**

The school will review this policy every two years and assess its implementation and effectiveness. This policy will be promoted and implemented throughout the school.

This policy is part of our commitment to safeguarding children. It should be read in conjunction with our other safeguarding policies and procedures which promote safeguarding such as our Behaviour Policy. All our policies are available on the school website or hard copies are available upon request.

## **APPENDIX A**

### **All STAFF - Advice on when reacting to a specific incident**

Before recording an incident it may be useful for staff to consider the following:

- Has the incident with the same person or people occurred several times within a reasonably short period of time?
- Is it a disagreement or the result of play which has got out of hand?
- Is it a 'falling out of friends' matter?
- Are you sure that the child has not had at least partial responsibility for the incident?
- Can you recognise a pattern to the incidents?
- Have you noticed any change in the child's behaviour?.

Although incidents may not be bullying, they should always be followed up thoroughly in school and dealt with appropriately with timeliness and sensitivity.

All incidents of bullying (as defined in our policy) will be recorded by the school.

The Headteacher will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents/carers of all children/young people involved will be informed of what has happened, and how it has been dealt with.

All discussions and actions relating to the incident/investigation will be documented.