

Anti-Bullying Policy

“Lots of Times and on Purpose”

Bankside Primary School and Children’s Centre



Leadership Staff Member Responsible for this Policy – Headteacher

Designated Safeguarding Leads – Vicky Broughton, Hayley Walker, Rebecca Besford, Catherine Upton, Shamsur Rahman, Shuhana Hussain, Andreea Owen.

Safeguarding Link Governor – Rebecca Besford

This policy will be reviewed at least annually, and following any concerns and/or updated to national/local guidance or procedures.

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Contents

1. Aims	2
2. Legislation and guidance	2
3. Roles and responsibilities	3
4. Definition of Bullying	3
5. Forms and Types of Bullying Covered by this Policy	4
6. Responding to Bullying Concerns	4
7. Cyberbullying	5
8. Supporting Pupils.....	5
9. Supporting Adults	5
10. Preventing Bullying	6
11. Involvement of Pupils.....	7
12. Involvement and Engagement with Parents and Carers	7
13. Links with other policies/procedures.....	7

1. Aims

This policy is based on DFE guidance “Preventing and Tackling Bullying”, July 2017 and supporting documents. It also considers the DFE statutory guidance “Keeping Children Safe in Education” and “Sexual Violence and Sexual harassment between children in schools and colleges”. The school has also read and considered Childnet’s “Cyberbullying: Understand, Prevent and Respond: Guidance for Schools”.

This policy aims to:

- Outline what Bankside Primary School will do to prevent and tackle all forms of bullying.
- Show as a school our commitment to developing an anti-bullying culture where the bullying of children, young people and adults is not tolerated in any form.
- Forms part of our robust policies and procedures that are designed to keep children and members of our school community safe by demonstrating the school’s expected behaviour and attitudes.

This policy links with several school policies, practices and procedures including:

- Behaviour Policy
- Complaints Policy
- Child Protection and Safeguarding Policy
- Online Safety Policy
- Acceptable User Agreements

2. Legislation and guidance

This policy links to measures that are set out in the following pieces of legislation which set measures and actions for schools in response to bullying, as well as criminal and civil law. These include but are not limited to:

- The Education and Inspection Act 2006, 2011.

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- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

3. Roles and responsibilities

- The headteacher will ensure that this policy is communicated with all staff and wider school community. They will also ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the Senior Leadership Team has been identified to take overall responsibility.
- Governors are responsible for ensuring this policy is applied consistently across school. Governors will also take a lead role in monitoring and reviewing this policy.
- All staff, including Governors, Senior Leaders, Teachers and Support Staff are to support, uphold and implement this policy consistently and fairly.
- Parents/Carers to support their children and work in partnership with the school.
- Pupils to abide by this policy and the school's behaviour expectations.

4. Definition of Bullying

“Lots of Times and on Purpose”

Pupils will be taught a child friendly definition of bullying which will be explained as behaviour towards another child that is happening **lots of times and on purpose**. This definition helps pupils, staff and parents/carers to distinguish bullying from other forms of behaviour and child to child interactions.

- The DFE defines bullying as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally” (DFE Preventing and Tackling Bullying).
- Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation and spreading hurtful and untruthful rumours.
- The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically this can include sending offensive, upsetting and inappropriate messages by phone, text or instant messenger, through gaming websites, social media sites and apps, and by sending degrading photos or videos.
- Bankside Primary School recognises that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.
- Bullying is recognised by Bankside Primary School as being a form of child on child abuse; children can abuse other children.
- Abuse is abuse and should never be laughed off as “banter”, just having a “laugh” or “part of growing up”.
- We recognise that even if there are no reports of bullying, it does not mean that it is not happening

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and it may be the case that it is just not being reported.

- All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

5. Forms and Types of Bullying Covered by this Policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including but not limited to:

- Bullying relating to physical appearance
- Bullying related to young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health concerns
- Physical bullying
- Emotional bullying
- Sexualised bullying and/or harassment
- Bullying via technology otherwise known as cyberbullying or online bullying
- Prejudiced- based and discriminatory bullying (against pupils/people with protected characteristics) which may be related to race, religion, faith and belief, ethnicity, nationality or culture, special educational needs or disability, sexual orientation and gender based bullying including transphobic bullying.

Bankside Primary School recognises that by preventing and tackling bullying, our school can help to create a safe and secure environment, where pupils are able to learn effectively and fulfil their full potential.

6. Responding to Bullying Concerns

The following steps will be taken when dealing with any 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 or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- The DSL will be informed of all bullying concerns, especially where there are safeguarding issues.
- The DSL or member of the school leadership team will discuss the incident with children involved to get a full account of events.
- A clear and precise account of the bullying incident will be recorded on CPOMs. This will include appropriate detail about decisions and actions taken.
- The school will inform other relevant staff members if appropriate to ensure the safety of children involved.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality procedures.
- Appropriate sanctions and support as identified in the school's behaviour policy will be implemented as appropriate.
- If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed, or Children's Services if the child is felt to be at risk of significant harm.
- Where the bullying takes place off the school site or outside of normal school hours (including cyber bullying), the school will ensure the concern is fully investigated and responded to in line with this policy, our Online Safety Policy and the school Behaviour Policy. If necessary, the DSL will

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Next review due by:	31.08.25	

llaborate with DSLs at other settings.

7. Cyberbullying

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified
- Provide appropriate support to the person who has experienced cyberbullying and work with the person who has carried out the bullying to ensure it doesn't happen again.
- Encourage the person who is being bullied to keep any evidence (screenshots) of the bullying.
- Take all available steps where possible to identify the person responsible which may include looking at use of school systems, speaking to witnesses and contacting the service provider or police where necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.
- Where an individual has been identified as cyberbullying another individual, the school will ensure the appropriate sanctions are implemented alongside a personalised support programme to address the behaviour and possible causes.
- Inform the police if a criminal offence has been committed.
- Provide information to pupils and staff regarding steps they can take to protect themselves online.

8. Supporting Pupils

Pupils who have been bullied will be supported by reassuring the pupil and providing immediate pastoral/nurture support. This support will be given with the aim of restoring self-esteem and confidence. Parents/carers will be informed of this support and any ongoing work that the pastoral or nurture staff are doing to help the pupil overcome this experience.

Pupils who have been the perpetrators of bullying will be helped by discussing what has happened, establishing the concern and the need to change. The child's parents/carers will also be informed to help change the attitude and behaviour of the child. Appropriate education and support will be put in place regarding their actions and behaviour. If the bullying has taken place online, the pupil's access to school devices and internet may be revoked. Sanctions may be put in place in line with the school's behaviour policy.

9. Supporting Adults

Our school takes measures to prevent and tackle bullying amongst pupils; however, it is equally important to recognise that bullying of adults, including staff and parents/carers can take place. This bullying could be perpetrated by pupils, parents/carers or staff members and is not acceptable.

Adults who have been bullied or affected by bullying will be supported by:

- Offering an immediate opportunity to discuss the concern with the DSL, member of SLT and/or the headteacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to future concerns.
- Where the bullying takes place off school site or out of school hours (including online), the school will still investigate the concern and ensure the appropriate action is taken in accordance with the school's behaviour and discipline policy.
 - Reassuring and offering appropriate support.
 - Working with the wider community and local/national organisations to provide further or specialist

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advice and guidance.

Adults who have perpetrated the bullying will be helped by discussing what has happened with a member of SLT and/or the headteacher to establish the concern. This is to establish whether a legitimate grievance or concern has been raised and signposting if necessary to the school's complaints procedures. If the bullying has taken place online, it will be requested that the content is taken down and deleted. It may be deemed necessary for the school to take action against the school's disciplinary policy and/or civil or legal action as appropriate or required.

10. Preventing Bullying

Environment

The whole school community will;

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children.
- Recognise the potential for children with Special Educational Needs and Disabilities (SEND) to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Recognise that bullying may be affected and influenced by gender, age, ability and culture of those involved.
- Openly discuss differences between people that could motivate bullying, such as; children with different family situations (including those with caring responsibilities and looked after children), religion, ethnicity, disability, gender, sexuality or appearance related to difference.
- Challenge practice and language (including "banter") which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-based and discriminatory bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.

Policy and Support

The whole school community will:

- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to consider the developments of technology and provide up to date advice and education to all members of the community regarding positive online behaviour.
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools' attention, which involves or affects pupils, even when they are not on the school premises; for example, when using school transport or online, etc.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

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Education and Training

The school community will:

- The school will train all staff to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including reporting and recording incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week.
- Provide systematic opportunities to develop pupils' social and emotional skills, including building self-esteem.

11. Involvement of Pupils

At Bankside Primary School we will:

- Regularly obtain pupils' views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that 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 school and embedding messages in the wider school curriculum.
- Utilise pupil voice in providing pupil-led education and support.
- Offer support to those who have been bullied and to those who are bullying to address the problems they have.

12. Involvement and Engagement with Parents and Carers

We will:

- Ensure parents/carers know to contact the school if they are worried about bullying.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents/carers work with the school to role model positive behaviour for pupils, both on and offline.

13. Links with other policies/procedures

This Anti-Bullying policy is linked to our:

- › Child protection and safeguarding policy
- › Behaviour policy
- › Mobile Phone and Camera Policy
- › Staff disciplinary procedures
- › Staff Code of Conduct
- › Online Safety Policy
- › Complaints procedure
- › Grievance Policy

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