



Policy for Anti - Bullying

Reviewed: November 2015

By: Personal Development, Behaviour and Welfare team

Agreed: Governors meeting

Next review date: November 2017

Anti-Bullying Policy

❖ Objectives of this Policy

This policy outlines what Teynham Parochial CEP 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.

❖ Our school community:

In our school we have the following proactive measures in place to reduce bullying incidents:

- ❖ Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- ❖ Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackle bullying appropriately and promptly.
- ❖ Ensures that children are aware that all bullying concerns will be dealt with sensitively and effectively; that children feel safe to learn; and that children 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 appropriate¹.
- ❖ Feelings charts displayed in all classrooms. FLO works with groups or individuals on feelings.
- ❖ Bullying is part of the PSHE and SEAL schemes of work.
- ❖ Mid-day supervisors are aware of what to look for and have had some training on how to deal with issues around bullying.

❖ 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**”. (DfE “Preventing and tackling Bullying,” 2014)

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.² 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 media sites and apps, and sending offensive or degrading images by phone or via the internet.

❖ 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 SEND (Special Educational Needs or Disability)
- ❖ Bullying related to appearance or health conditions.
- ❖ Bullying related to sexual orientation (homophobic bullying).

¹ Adapted from Bullying – A Charter for Action, DCSF

² Adapted from Safe to Learn, Embedding anti-bullying work in schools, DCSF, 2007

- ❖ Bullying of young carers or looked after children or otherwise related to home circumstances.
- ❖ Sexist, sexual and transphobic bullying.
- ❖ Bullying via technology-cyberbullying.

❖ **Preventing, identifying and responding to bullying**

The 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.
- ❖ Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- ❖ Actively provide systematic opportunities to develop children' social and emotional skills, including their resilience.
- ❖ Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- ❖ Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- ❖ Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, through peer support, assemblies and through the School Council.
- ❖ Regularly update and evaluate our approaches to take into account the developments of technology and provide up to date advice and education to all members of the community regarding positive online behaviour.
- ❖ Train all staff including lunchtime staff to identify bullying and follow school policy and procedures on bullying, including recording incidents of bullying.
- ❖ Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- ❖ 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.
- ❖ Work with other agencies and the wider school community to prevent and tackle concerns.
- ❖ Celebrate successes and achievements to promote and build a positive school ethos.
- ❖ Be encouraged to use social media responsibly.

❖ **Involvement of children**

We will:

- ❖ Regularly canvas children's views on the extent and nature of bullying.
- ❖ Ensure children know how to express worries and anxieties about bullying.
- ❖ Ensure all children are aware of the range of sanctions which may be applied against those engaging in bullying.
- ❖ Involve children in anti-bullying campaigns in schools.
- ❖ Publicise the details of help-lines and websites.
- ❖ Offer support to children who have been bullied and to those who are bullying in order to address the problems they have.

❖ **Liaison with parents and carers**

We will:

- ❖ Make sure that key information about bullying is available to parents/carers in a variety of formats
- ❖ 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.
- ❖ Ensure that parents work with the school to role model positive behaviour for pupils, both on and off line.

❖ **Links with other school policies and practices**

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

- ❖ Behaviour policy
- ❖ Complaints policy
- ❖ Safeguarding procedures
- ❖ Confidentiality policy
- ❖ The teaching of Citizenship and PSHE Education
- ❖ E-safety policy
- ❖ The recording of racial incidents

9) 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.
- Children to abide by the policy.
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school

The named Governor with lead responsibility for this policy is: Mrs C Murray

The named member of staff with lead responsibility for this policy is: Mrs E Pearson

10) Monitoring & review, policy into practice

This policy will be monitored and reviewed on: November 2015

The Headteacher will report on a regular basis.