

# Senacre Wood Primary School Anti-Bullying Policy

## Key Contact Personnel

Nominated Member of Leadership Staff Responsible for the policy: Emily Sweeney, Headteacher

Designated Safeguarding Lead (s): Emily Sweeney, Headteacher, (Deputy DSLs-Maria Dixon, DHT, Emily Baksh, Assistant Head- SENCo, Dee McKenzie, Assistant Head and Clare Palmer, FLO)

Named Governor with lead responsibility: Julie Whincup Safeguarding governor

Date written: October 2023

Date agreed and ratified by Governors: 09.11.23

Date of next review: October 2024

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

# Senacre Wood Primary School Anti-Bullying Policy

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](#)" 2022 and '[Sexual violence and sexual harassment between children in schools and colleges](#)' guidance. The setting has also read Childnet's "[Cyberbullying: Understand, Prevent and Respond: Guidance for Schools](#)".

## 1) Policy objectives:

- This policy outlines what Senacre Wood Primary School will do to prevent and tackle all forms of bullying.
- The policy has been adopted with the involvement of the whole school community.
- Senacre Wood Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

## 2) Links with other school policies and practices

- This policy links with several school policies, practices and action plans including:
  - Behaviour and discipline policy
  - Complaints policy
  - Child protection policy
  - Online safety and Acceptable Use Policies (AUP)
  - Curriculum policies, such as: PSHE and computing
  - Searching, screening and confiscation policy

## 3) Links to legislation

- There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):
  - The Education and Inspection Act 2006, 2011
  - The Equality Act 2010
  - The Children Act 1989
  - Protection from Harassment Act 1997
  - The Malicious Communications Act 1988
  - Public Order Act 1986

## 4) Definition of bullying and harassment

### Bullying:

Bullying can be defined as "*behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally The behaviour is based upon an imbalance of power*". (DfE "Preventing and Tackling Bullying", July 2017)

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 unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Bullying can happen to anyone. All of the types of behaviour listed below are unacceptable and will not be tolerated at Senacre Wood Primary School. This policy covers different types of bullying including:

Physical – pushing, kicking, hitting, punching or any use of violence;

Emotional/psychological – excluding, causing humiliation, tormenting;

Verbal – name-calling, threats of physical violence, spreading rumours, constantly putting a person down, teasing;

Homophobic – insulting language/gestures based on a person's actual or perceived sexuality, name-calling, graffiti, homophobic violence.

Racist – insulting languages/gestures based on a person's actual or perceived ethnic origin or faith, name-calling, taunts, graffiti, racially motivated violence.

Sexual – sexually insulting language/gestures, name-calling, graffiti, unwanted physical contact.

Cyber – bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services) hate websites, misuse of camera and video facilities

Bullying related to protected characteristics

-relating to race, religion, faith and belief and for those without faith

-bullying related to ethnicity, nationality or culture

-bullying related to Special Educational Needs or Disabilities (SEND)

-bullying related to sexual orientation (homophobic/biphobic bullying)

-Gender based bullying, including transphobic bullying

Repeated harassment – repeated behaviour that is meant to or has the effect of creating an intimidating, hostile, degrading, humiliating or offensive environment and may be connected to a protected characteristic

### **Harassment:**

Harassment is when someone behaves in a way which offends or makes somebody feel distressed or intimidated. This could be abusive comments or jokes, graffiti or insulting gestures. It can happen on its own or alongside other forms of discrimination. Harassment is a form of discrimination under the Equality Act 2010 and children need to learn that this behaviour is not accepted.

Harassment is where the behaviour is meant to or has the effect of either:

- violating dignity, or
- creating an intimidating, hostile, degrading, humiliating or offensive environment.

The behaviour is regarded as harassment even if the child harassing didn't mean to offend or intimidate, as long as the harassment has one of the above effects and it is considered reasonable to feel those effects as a result of the behaviour.

Harassment is unlawful under the Equality Act if it is connected to a protected characteristic:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Some children might experience this because of a protected characteristic that a parent has.

## **5) Preventing and responding to bullying**

### **5.1) Prevention of harassment and bullying**

Prevention is key and our staff are vigilant for signs of bullying and harassment and will always take reports of harassment and bullying seriously. In order to minimise the risk of harassment or bullying, Senacre Wood Primary School implements the following:

- a robust anti-bullying policy and child protection policy;
- provides an age/ability appropriate PSHE and RSE curriculum;
- provides a range of reporting mechanisms e.g. worry boxes and FLO post box;
- Vigilant staff who will look for signs of bullying and boisterous, excluding or teasing behaviour that may lead to bullying;
- All staff promote the culture in the school to talk to a trusted adult
- The curriculum, especially PSHE, English, and R.E;
- SMSC based weekly assemblies;
- Making parents aware of our anti-bullying policy
- Having a lunchtime club available to children
- Recognising and rewarding appropriate social behaviour through our behaviour policy

- By staff training that can be disseminated to the children;
- Community involvement where appropriate, e.g. community police.

Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place, it is their responsibility to report their knowledge to a member of staff.

Staff use the CPOMS system which also informs the Head Teacher.

## **5.2) Responding to harassment and bullying**

All allegations of harassment and bullying will be taken seriously. When an incident of harassment or bullying is identified, the following actions will be taken:

- All allegations of harassment or bullying will be reported to the DSL so they can have an overview of how the allegation has been responded to.
- All parties will be spoken to and incidents recorded on to CPOMS
- Staff will work with the young person who is being being bullied to help them feel safe and find responses to bullying that work.
- Staff will work with the young person or people who are bullying to change the bullying behaviour.
- Wherever possible, staff will work with the parents/carers of any student who is being bullied to support and encourage that student in finding solutions to the bullying.
- Wherever possible, staff will work with the parents/carers of any student who is bullying to support and encourage that student in finding alternatives to bullying behaviour.
- Where necessary, staff will involve staff from outside agencies in supporting pupils who are experiencing bullying or who are bullying. This could include support through Early Help or Specialist Children's Services, or support through the Children and Young People's Mental Health Service (CYPMHS).
- Excluding pupils from school is a last resort. However, if the Head teacher considers that the bullying is severe and does not pose a safeguarding risk to the child, then this may be treated as a serious breach of the school's behaviour policy and expectations which may result in internal seclusion, fixed-term or permanent exclusion from school.
- Any case of retaliation against a person for reporting bullying will be treated seriously;
- The needs of the victim will be respected at all times;

## **6) Cyberbullying**

Senacre Wood Primary School has access to [Childnet's Cyberbullying guidance](#))

Senacre Wood Primary School recognises that whilst risks can be posed by unknown individuals or adults online, learners can also abuse their peers; all online child on child abuse concerns will be responded to in line with our child protection, behaviour policies and this anti- bullying policy.

- When responding to cyberbullying concerns, the school will:
  - Act as soon as an incident has been reported or identified.

- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
  - looking at use of the school systems;
  - identifying and interviewing possible witnesses;
  - Contacting the service provider and the police, if 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. This may include:
  - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
  - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy. *(Senacre Wood Primary School would ensure they access the DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying guidance to ensure that the schools powers are used proportionately and lawfully)*
  - Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
  - advising those targeted not to retaliate or reply;
  - providing advice on blocking or removing people from contact lists;
  - helping those involved to think carefully about what private information they may have in the public domain.

## **7) Responsibilities**

### **7.1 Pupils**

All of us find ourselves in vulnerable positions sometimes, for example, when we start a new school/job/subject or if we are having problems at home. As part of the school community, you have a responsibility to help combat bullying by supporting other pupils when they are vulnerable. Do not gang up against another pupil in a vulnerable position; try to help him/her feel less vulnerable. Do not join in with making fun of them, even if you don't feel able to challenge the bullying behaviour yourself and don't turn a blind eye to bullying and victimisation.

Here's what to do if you know that another pupil is being bullied (this could be a friend that you know really well, someone in one of your classes, or someone that you just see around the school and have never spoken to; and the bullying could be happening at school, or on the way to and from school): Let a member of staff know about the bullying.

You can do this in lots of different ways:

- Find a quiet moment to speak to a member of staff or you can use your worry box to report a concern or Mrs Palmer's post box.

When you let staff know about bullying you can expect what you say to be taken seriously and that action will be taken to stop the bullying behaviour. If you choose to tell a member of staff about bullying, staff will not name you when they investigate the bullying unless they are forced to because of Child Protection laws, but they will let you know that they have acted on your report. If you are ever worried for your own or another pupil's physical safety (including if you are afraid that a pupil may harm himself/herself), do not hesitate to tell a member of staff so that they can take immediate action to keep the pupil safe with the help of other staff at the school, parents/carers.

### **Pupils who are being bullied**

If you are being bullied, you can expect that:

- You will be listened to and taken seriously.
- Action will be taken to help you stop the bullying.
- You will be involved in the process of deciding what action to take to help stop the bullying and any worries that you may have will be listened to and respected.
- You will be given the opportunity to talk about the way the bullying has made you feel and to find strategies to deal with these feelings and to understand and cope with bullying behaviour.

This means:

- Your teacher and the member of staff in charge of the anti-bullying policy will be told about your situation so that they can help support you.
- You will be given the chance to work with them to find strategies to deal with the bullying and to talk about any feelings and worries that you may have.
- You will have regular meetings with staff (e.g. every week for a month, a half-term, or a term) to make sure that the action taken to stop the bullying is really working and that you are happy with how things are going.
- If you are ever in fear for your physical safety, staff will take immediate action to keep you safe with the help of their colleagues at the school, parents/carers and outside agencies.

### **Pupils who are bullying**

Bullying behaviour has no place at this school. If you are involved in bullying, you can expect that:

- Your bullying behaviour will be challenged.
- You will be treated fairly.
- You will be given the opportunity to change your behaviour and encouraged and supported in doing so.

This means:

- You will be expected to work with staff to look at the reasons why you have been bullying and to find and put into practice other ways of behaving.
- Your teacher will let your parent(s)/carer(s) know what is going on, and to offer them the chance to help support you in changing your behaviour.
- You will have regular meetings with staff to review your behaviour.
- If you do not work at changing your behaviour then staff will have to take more serious action e.g. excluding you from school activities. At this point the school will have no choice but to involve your parent/carer.
- Our priority is to make this school a safe and positive place for the whole school community. If you take part in a serious campaign of victimisation, abuse and intimidation, or episode of physical bullying against any other person belonging to the school community, you will be instantly excluded from coming to school whilst the behaviour is investigated.

## **7.2 Staff responsibilities**

All staff can expect to be properly trained and supported in dealing with bullying.

All staff will be expected to:

- Promote an environment that is constructive and safe for all pupils through their own teaching and actions.
- Follow the procedures set out in this policy when they are dealing with bullying.
- Work in co-operation with colleagues, pupils, parents/carers, staff from other organisations in the local community and the school's board of governors to combat bullying.
- Report all incident of harassment or bullying on to CPOMs and alert DSLs along with other members of staff that need to know

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all pupils, we aim to prevent incidents of bullying. We deliver teaching and learning opportunities regarding bullying appropriate to the age of our children through our PSHE and RSE curriculum. This develops children's understanding of bullying and how to deal with it effectively. As a whole school we celebrate Anti-Bullying week and take the opportunity to dedicate assemblies and explicit lessons on the identification and prevention of bullying every year.

## **8) Parent/carer involvement**

All parents and carers can expect to be kept informed of the school's anti-bullying work throughout the school year. Staff will do their best to address any concerns that you may have about bullying and you will be asked to co-operate with the school in supporting your child and promoting the message that bullying behaviour is not acceptable.

If your child is being bullied, you can expect that:

- You and your child will be listened to and believed.
- Staff will ensure that you are involved in the process of supporting your child in dealing with the bullying.
- Staff will do their best to address any concerns you may have.

- Wherever necessary, the school will put you in contact with outside agencies that can help to support you and your child in addressing his/her experience of being bullied.

If your child is bullying another pupil, you can expect that:

- You and your child will be listened to.
- Your child will be treated fairly.
- Your child will be expected to change his/her bullying behaviour and supported and encouraged in doing so by staff.
- Wherever necessary, the school will put you in contact with outside agencies that can help to support you and your child in addressing his/her bullying behaviour.

If you have any concerns that another child who attends the school (e.g. a friend of your child) may be experiencing bullying, please do not turn a blind eye but mention this to a member of staff.

If parents are aware that their child has been involved in any incidents of harassment or bullying, they should:

- Listen to their child and try to remain calm. An emotional reaction can worry the child so they will not tell of their concerns.
- Make an appointment to see the class teacher to share the concerns.
- Give the class teacher the facts.
- Reassure their child the school will deal with the incident.

## **9. The governing Body**

School Governors can expect to be kept up-to-date on the progress of the school's anti-bullying work, and to receive information on anti-bullying work through the termly Headteacher's report.

School Governors will be expected to:

- Give feedback on the monitoring and evaluation of the anti-bullying policy and practices in the school;
- Publicly support the school's anti-bullying message.

## **10. Monitoring and review: putting policy into practice**

- 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.
- The headteacher will be informed of bullying concerns, as appropriate.
- The policy will be reviewed on an annual basis to ensure it continues to meet the needs of the school and its community

## **11. Useful links and supporting organisations**

- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- The BIG Award: [www.bullyinginterventiongroup.co.uk/index.php](http://www.bullyinginterventiongroup.co.uk/index.php)
- PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
- Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- Young Carers: [www.youngcarers.net](http://www.youngcarers.net)
- The Restorative Justice Council: [www.restorativejustice.org.uk/restorative-practice-schools](http://www.restorativejustice.org.uk/restorative-practice-schools)

## **SEND**

- Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: [www.cafamily.org.uk/media/750755/cyberbullying\\_and\\_send\\_-\\_module\\_final.pdf](http://www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf)
- DfE: SEND code of practice: [www.gov.uk/government/publications/send-code-of-practice-0-to-25](http://www.gov.uk/government/publications/send-code-of-practice-0-to-25)

## **Cyberbullying**

- Childnet: [www.childnet.com](http://www.childnet.com)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
- The UK Council for Child Internet Safety (UKCCIS) [www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis](http://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis)
- DfE 'Cyberbullying: advice for headteachers and school staff': [www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)
- DfE 'Advice for parents and carers on cyberbullying': [www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)

## **Race, religion and nationality**

- Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
- Kick it Out: [www.kickitout.org](http://www.kickitout.org)
- Report it: [www.report-it.org.uk](http://www.report-it.org.uk)
- Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)

- Tell Mama: [www.tellmamauk.org](http://www.tellmamauk.org)
- Educate against Hate: [www.educateagainsthate.com](http://www.educateagainsthate.com)
- Show Racism the Red Card: [www.srrc.org/educational](http://www.srrc.org/educational)

## LGBT

- Barnardo's LGBT Hub: [www.barnardos.org.uk/what\\_we\\_do/our\\_work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)
- Metro Charity: [www.metrocentreonline.org](http://www.metrocentreonline.org)
- EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)
- Proud Trust: [www.theproudtrust.org](http://www.theproudtrust.org)
- Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)
- Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)

## Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) [www.endviolenceagainstwomen.org.uk](http://www.endviolenceagainstwomen.org.uk)
  - A Guide for Schools: [www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-Schools-Guide.pdf](http://www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-Schools-Guide.pdf)
- Disrespect No Body: [www.gov.uk/government/publications/disrespect-nobody-campaign-posters](http://www.gov.uk/government/publications/disrespect-nobody-campaign-posters)
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: [www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual](http://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual)
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: [www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related](http://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related)

**Note:** Additional links can be found in 'Preventing and Tackling Bullying' (July 2017) [www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)