

# Crofton Junior School



## Anti-bullying Policy

November 2021

Nominated Members of Staff Responsible for the policy: Mr Birdsall (Headteacher), Miss Watson and Mrs Webster (Assistant Headteachers)

Designated Safeguarding Leads: Mr Birdsall, Miss Watson, Mrs Webster, Miss Walker and Mrs Charles

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’ guidance. The setting has also read Childnet’s “Cyberbullying: Understand, Prevent and Respond: Guidance for Schools”.

### **Policy objectives:**

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

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

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

- Behaviour for Learning Policy
- Complaints Policy
- Safeguarding Policy
- Acceptable Use Policies (AUP)
- Curriculum policies, such as: PSHE and Computing
- E-Safety Policy
- Code of Conduct

### **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) Responsibilities**

It is the responsibility of:

The Headteacher to:

Communicate this policy to the school community, to 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 to take a lead role in monitoring and reviewing this policy.

All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.

Parents/carers to support their children and work in partnership with the school.

Pupils to abide by the policy.

### **Crofton Junior School to:**

Monitor and review our Anti-bullying policy and practice on a regular basis.

Support staff to promote positive relationships to help prevent bullying.

Recognise that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.

Intervene by identifying and tackling bullying behaviour appropriately and promptly.

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

Require all members of the community to work with the school to uphold the anti-bullying policy.

Recognise the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.

Deal promptly with grievances regarding the school response to bullying in line with our Behaviour for Learning and Complaints Policies.

Seek to learn from good anti-bullying practice elsewhere.

Utilise support from the Local Authority and other relevant organisations when appropriate.

### **Responding to bullying**

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 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 Headteacher/Designated Safeguarding Lead (DSL) or another member of leadership staff will interview all parties involved.

The Lead DSL will be informed of all bullying issues where there are safeguarding concerns.

The school will speak with and inform other staff members, where appropriate.

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 policies.

Sanctions, as identified within the school Behaviour for Learning Policy, and support will be implemented in consultation with all parties concerned.

If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.

Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's Behaviour for Learning Policy.

A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

### **Cyberbullying**

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 (see Behaviour for Learning Policy).
- Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.

- 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.

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.

### **Supporting pupils**

Pupils who have been bullied will be supported by:

Reassuring the pupil and providing continuous pastoral support.

Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, 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.

Working towards restoring self-esteem and confidence.

Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.

Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Pupils who have perpetrated bullying will be helped by:

Discussing what happened, 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 regarding their behaviour or actions.

If online, requesting that content be removed and reporting accounts/content to service provider.

Sanctioning, in line with school Behaviour for Learning Policy.

Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

### **Supporting adults**

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

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

Offering an immediate opportunity to discuss the concern with a Designated Safeguarding Lead, a senior member of staff and/or the Headteacher.

Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.

Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' Behaviour for Learning Policy.

Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.

Reassuring and offering appropriate support.

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

Adults who have perpetrated the bullying will be helped by:

Discussing what happened with a senior member of staff and/or the Headteacher to establish the concern.

Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.

If online, requesting that content be removed.

Instigating disciplinary, civil or legal action as appropriate or required.

## **Preventing Bullying**

School 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 (peer on peer abuse).

Recognise the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.

Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.

Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.

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-driven 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**

School 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 effects pupils, even when they are not on school premises.

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.

## **Education and Training**

School will:

Train all staff to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.

Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school council, etc.

Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.

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 their resilience and self-esteem.

## **11) Involvement and liaison with parents and carers**

School will:

Take steps to involve parents and carers in develop policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying.

Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school website.

Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.

Work with all parents/carers 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 offline.

Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

## **12) Monitoring and review:**

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 named Governor for bullying (Mr Iain Hadley Safeguarding & Pupil Welfare) will report on a regular basis to the governing body on incidents of bullying, including outcomes.

## **13) 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.srtrc.org/educational](http://www.srtrc.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)

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)

**Date of last review:** 27<sup>th</sup> September 2021

**Headteacher signed:** P. Birdsall

