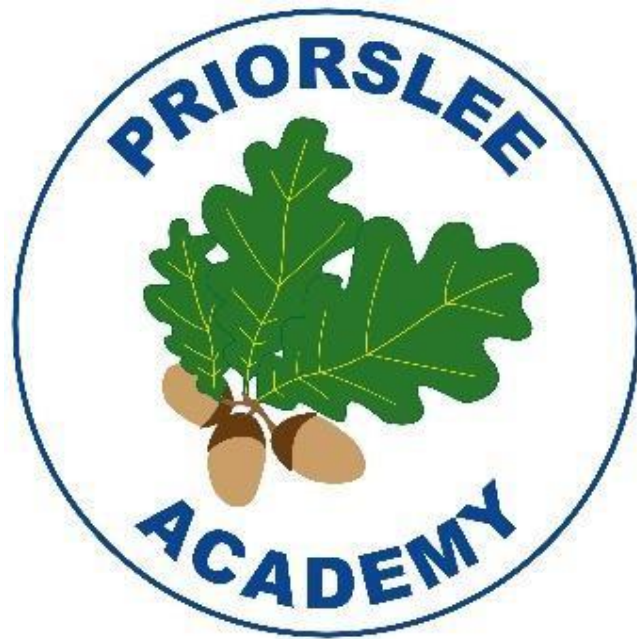


# Policy for Anti-Bullying



*Reviewed November 2023*

# 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](#)" 2023, and "[Sexual violence and sexual harassment between children in schools and colleges](#)" 2021 guidance.

## **Rationale**

Priorslee Academy is a caring, positive and friendly school community, that strives to create a safe environment for all pupils. We have high standards for our pupils and aim to provide a relaxed and secure atmosphere in which they can achieve their full potential. No child should ever feel unhappy or unsafe, which is why bullying of any kind is unacceptable at our school. If bullying does occur, children have the right to expect immediate action - for incidents to be dealt with promptly and effectively. In addition, anyone witnessing bullying in school is expected to report it to a member of staff.

This policy aims to outline the key issues related to bullying in school and what Priorslee Academy will do to prevent and tackle all forms of bullying.

## **1.1 Objectives of this policy**

All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is

- All of the above should be made aware of the school's policy on bullying and follow it
- To assure and reassure pupils and parents that the school takes bullying seriously and that they will be fully supported when issues arise
- To be made clear that bullying will not be tolerated
- Ensure that pupils, staff and parents know about online bullying and its consequences

## **1.2 Definition of Bullying (inclusive of all types)**

- The new definition of bullying is, 'a person who habitually seeks to harm or intimidate those who they perceive as vulnerable'. (Oxford, Cambridge and Collins dictionary, updated 2018)
- Bullying can be defined 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", 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/child on child abuse (**See Child on Child Abuse Policy inclusive of Child Protection Policy**). It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

### 1.3 Types of Bullying

**Bullying can happen to anyone. This policy covers all types and forms of bullying including:**

- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Physical bullying- pushing, kicking, hitting, punching or any use of violence
- Emotional bullying -being unfriendly, excluding, tormenting
- Sexual bullying- unwanted physical contact or sexually abusive comment
- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
  - Bullying related 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 Disability (SEND)
  - Bullying related to sexual orientation (homophobic/biphobic bullying)
  - Gender-based bullying, including transphobic bullying

### 1.4 Signs and Symptoms of Bullying

**A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:**

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in schoolwork
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong

- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a target of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

### **Schools have a responsibility to respond promptly and effectively to issues of bullying:**

- Priorslee Academy whole school community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing
- By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential

## **1.5 How we Deal with Bullying at Priorslee Academy**

### **Bullying is rare at Priorslee Academy. However,**

- All staff receive training as part of the induction process about the behaviour policy and how to deal with pupil behaviour
- All children take part in special activities during anti-bullying/friendship week each year to raise awareness and deal with issues
- The RSHE curriculum covers aspects of bullying so that children understand the differences between falling out with a friend, and bullying
- Staff are vigilant in looking for key signs of bullying and record any incidents electronically through a secure management system of CPOMs.
- A clear procedure is in place for dealing with any bullying that is reported or witnessed:
  - Staff must record concerns and share this with class teacher and a member of SLT as soon as possible.
  - Concerns are then shared with parents with the actions that have been agreed.
  - This is then placed in a chronology on CPOMs.
  - Friendship issues or concerns are always shared with all staff within that team and is recorded on CPOMs.
- Our pastoral team led by Mrs Richens have a range of strategies and resources to help support the targets of bullying and children have access to trained counsellors
- Pupils have access to Nurture Hub snack and lunch time provision for those needing extra social and emotional support and/or intervention. Nurture provision is for children who find it difficult to make friends or maintain meaningful friendships. They are encouraged to socialise with others and play games together in a safe and monitored environment

## 1.6 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 (supported by Jade Biddulph ESafety and Computing subject lead)
- 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 school premises; for example, when at home, in the community or online
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable. These sanctions will be agreed by SLT, class teacher and Mrs Richens - Nurture Lead
- Use a variety of techniques to resolve the issues between those with bullying behaviour, and those who have been bullied

## 1.7 Strategies in Place for Dealing with Bullying Behaviour

### **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
- Inform Senior Leadership Team
- A clear and precise account of bullying incidents will be recorded on the confidential behaviour log (MCAS - Bromcom) by the school. This will include recording appropriate details regarding names of witnesses, decisions and action taken
- The Designated Safeguarding Lead/deputy (DSL) or another member of the Senior Leadership Team may need to interview all parties involved
- The DSL/SLT will be informed of 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
- Give child with bullying behaviour the opportunity to talk about what has happened with experienced member of staff or counsellor
- Restorative practices will be used to restore the relationship between the child and the target
- If it is not possible to restore relationships between the target and the bully, other strategies will be considered to help the target such as having different areas to play in; making special arrangements for arrival and departure from school; using the Buddy System at break while continuing to restore relationships
- Identify areas for development in small achievable steps for child to progress towards
- Repeat offences will result in child being placed on report, in order to more closely monitor and support them with their behaviour
- In extremely serious cases, suspensions or exclusions may be enforced
- Possible arranged meetings with Educational Psychologist to support either child

- 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 online bullying), 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 policy

## 1.8 Online Bullying

### **We recognise that online bullying can:**

- Be conducted in a variety of different ways including via mobile phones, social media sites and the internet
- Be carried out anonymously and/or by people completely unknown to the receiver
- Be carried out by people of all different ages
- Online bullying can follow children and young people into their private spaces and outside school hour

### **When responding to online bullying concerns, the school will:**

- Act as soon as an incident has been reported or identified
- Work alongside the parents and carers if this has happened off site and not involving any school systems or school technology
- Provide appropriate support for the person who has been bullied online 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 (when an incident has occurred on a school-based system or during the school day) 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
  - 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 online bullying; the school will take steps to change the attitude of bullying behaviour, as well as ensuring access to any additional help that they may need
- Inform the police if a criminal offence has been committed

Our school has a clear awareness of the risks posed to pupils from online bullying and recognises the shared responsibility we have to ensure its prevention (See Child Protection & Online Safety policy).



### **To prevent online bullying the school will:**

- regularly promote awareness of the risks of online bullying and safe practices when using technology through regular assemblies throughout the year
- ensure that the Computing Curriculum teaches children how to recognise online bullying and how to use ICT safely through a specific online safety strand and as an integral part of any teaching and learning for ICT
- ensure that any related policies, including the "Online Safety Policy" make specific reference to anti-bullying procedures
- ensure that any mobile phones brought onto the premises by pupils are kept in the school office

### **Online bullying and the law:**

Some online bullying activities could be criminal offences under a range of different laws, including the Protection from Harassment Act 1997, which has both criminal and civil provision, the Malicious Communications Act 1988, section 127 of the Communications Act 2003, and the Public Order Act 1986.

**Should any incidents or suspected incidents of online bullying occur, they will be dealt with following the procedures outlined in this policy and will be recorded, investigated and dealt with appropriately.**

## **1.9 Supporting Pupils**

### **Pupils who have been bullied will be supported by:**

- Listening to what is being reported-making sure they are not at risk of immediate harm
- Explore the incident in detail to find out if it was an isolated incident or a repeated act
- Reassuring the pupil that they are being taken seriously, action will be taken and providing continuous pastoral support
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, school counsellor or a member of staff of their choice
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate
- Working towards restoring self-esteem and confidence
  - o 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; this could include support through Early Help or support through Family Connect and external agencies.

### **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/discipline policy; this may include official warnings, removal of privileges (including online access when encountering online bullying concerns), and fixed-term or permanent exclusions

- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police, support through Early Help or support through Family Connect and external agencies

## 1.10 Children with Special Educational Needs and Disabilities

**Children with special educational needs or disabilities (SEND) or certain health conditions can face additional safeguarding challenges.**

**These can include:**

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's condition without further exploration
- being more prone to peer group isolation or bullying (including prejudice-based bullying) than other children
- the potential for children with SEND or certain medical conditions being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs; and
- communication barriers and difficulties in managing or reporting these challenges (KCSIE, 2023)

Priorslee Academy will provide extra pastoral support to children with SEND or health conditions particularly when investigating any form of bullying.

## 1.11 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 (**child on child abuse**)
- Recognise the potential for children with SEND or health conditions 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, children in care 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
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly
- Actively create "safe spaces" for vulnerable children and young people
- Continuous work about bullying, feelings and relationships through RSHE activities in class and assemblies
- Staff take part in training to help them spot the early signs that may lead to bullying behaviours
- Assemblies promoting good manners and caring behaviour through daily and weekly reward systems

Children and their parents sign an acceptable usage agreement before being allowed access to school IT facilities which outlines their responsibilities as technology users



## 1.12 Involvement of Pupils

### We will:

- Involve pupils to ensure that they understand the school's approach and are clear about the part they play in preventing bullying
- Regularly canvas children and young people's 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 schools and embedded messages in the wider school curriculum
- Utilise pupil voice in providing pupil led education and support
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have

## 1.13 Involvement and Liaison with Parents and Carers

### We will:

- Ensure parents are aware that the school does not tolerate any form of bullying
- Make sure that key information about bullying is available to parents/carers in a variety of formats, including via the school website
- 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

Where parents and carers are concerned or suspect that their child is a target of bullying behaviour, they should contact their child's class teacher as soon as possible and arrange to discuss the issue. It is important that a parent/carer contacts the school as soon as possible if they suspect bullying as then staff members can start to rectify the problem.

## 1.14 Monitoring and Review

### Putting policy into practice:

- The school will 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 Head of School will be informed of bullying concerns, as appropriate

## 1.15 Links with Other School Policies and Practices

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

- Behaviour policy
- Complaints policy
- Child protection policy inclusive of **child on child abuse**
- Online safety Policy and Acceptable Use Agreement
- Positive Handling Policy
- Curriculum guidance, such as: PSHE, SRE and computing

- Mobile phone and social media agreement/guidance

### 1.16 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
- General Data Protection Regulations, 2018

### 1.17 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)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.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)
- 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)
- National bullying Helpline: <https://www.nationalbullyinghelpline.co.uk/>

#### SEND

- Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk) **Online bullying**  
Childnet: [www.childnet.com](http://www.childnet.com)
- 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)
- 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)
- Kick it Out: [www.kickitout.org](http://www.kickitout.org) **Race, religion and nationality**
- Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)
- Educate against Hate: [www.educateagainsthate.com](http://www.educateagainsthate.com) **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) • 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)