Neatishead and Salhouse Federation

Anti – Bullying Policy

Document History

Date	Reason For Change	By	Approved By
11/10/19	Change of names	H Clarke	J Church

Signed by ……………J Church……………………… Headteacher   date: …25.01.17………………..……

Signed by ………S Powles………………… Chair of Governors   date: …25.01.17…………….

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1. Introduction

At Neatishead and Salhouse Federation, we aim to provide a safe and happy community for all our children and adults to allow them to share a love of learning. Our Christian values of **respect, responsibility, courage, trust, perseverance and compassion** will underpin all aspects of school life.

We would expect our children to feel secure in school and help them understand the issues relating to safety, such as bullying.

We also want to support them to develop **trust** so that they can seek support from school should they feel unsafe.

The Education and Inspections Act 2006 outlines a number of legal obligations regarding the school's response to bullying. Under s.89, our schools must have measures in place to encourage positive behaviour and prevent all forms of bullying amongst pupils. These measures must be communicated to all pupils, staff, parents and carers.

2. Policy Development

This policy was written in consultation with our school community with input from staff, governors, parents/carers and children.

Children contribute to the development and review of the policy through circle time discussions and in their daily contact with teachers and support staff. There will be a child-friendly anti bullying policy displayed in school.

Parents/Carers will be encouraged to contribute by: taking part in written consultations, parent meetings and through open and honest dialogue with the school.

3. Roles and Responsibilities

The Head Teacher –

Has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and for appointing an Anti-bullying champion in each school who will have general responsibility for promoting the policy to children and their parents and carers.

The Anti–bullying Champions in our schools are:
Laura Davies (N) & Angela Feeley (S)
Their responsibilities are:

- Monitoring and assessing the effectiveness of the policy in practice and giving feedback to the headteacher. Inform policy review
- Work with the headteacher to manage bullying incidents
- Supporting staff to the report and record of bullying incidents effectively
- Promote anti- bullying with children through circle assemblies and a current display board.
- Invite visiting speakers into school to talk to children and parents as appropriate

The Personnel Committee of the **Governing Body** will have responsibility for Anti – Bullying.

4. Definition of Bullying
'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'.

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required.

What does bullying look like?
Bullying can include:
- name calling
- taunting
- mocking
- making offensive comments

- physical assault
- taking or damaging belongings
- cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories

Specific types of bullying include:

- bullying related to race, religion or culture
- bullying related to special educational needs or disabilities
- bullying related to appearance or health
- bullying relating to sexual orientation

- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Bullying can take place between:
- children
- children and staff
- between staff
- individuals or groups
- Certain groups of children are known to be particularly vulnerable to bullying by others: these may include pupils with special educational needs such as learning or physical disabilities; young carers, Looked After children, those from ethnic and racial minority groups and those children who may be perceived as lesbian, gay, bi-sexual, transgender or questioning their gender role.

5. Reporting and Responding to Bullying
Our schools have clear and communicated systems to report bullying. This includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders)

Procedures

All reported incidents will be taken seriously and investigated involving all parties. The following actions will be taken:

- Interviewing all parties
- Informing parents/carers of all parties
- A range of responses that reflect our THRIVE approach and which are appropriate to the situation will be used: - solution focused, restorative approach, circle of friends, individual work with victim, perpetrator, referral to outside agencies if appropriate with reference to the school's ethos statement 'Our school is a happy and safe community where everyone shares a love of learning' and with reference to the school's core values: respect, responsibility, trust, courage, compassion and perseverance.
- Follow up especially keeping in touch with the person who reported the situation, parents/carers
- Support for the victim and the bully.

6. Recording Bullying and Evaluating the Policy

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be notified to the Headteacher and the Anti-bullying Champion.

There will be a specific incident form for recording bullying incidents which will be recorded on Pupil Asset by the School Administrators. (Appendix 1)

The information we hold will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy.
This information will be presented to the governors in an anonymous format as part of the annual report.
The policy will be reviewed and updated annually. The policy review will be linked to the School Development Plan, sustaining an inclusive, happy and safe ethos across the federation.

7. Strategies for Preventing Bullying

As part of our on-going commitment to the safety and welfare of our pupils we have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- Restorative approaches
- Involvement in THRIVE
- Group work such as Silver Seal and 'Leading the Way'
- Involvement in Healthy Schools
- Anti-Bullying week annually in November.
- PSHE/citizenship
- Specific curriculum input on areas of concern such as Cyberbullying and internet safety

- Student voice
- Parent groups/extended schools
- Peer mentoring schemes
- Playground Buddying
- Parent information events/information
- Staff training and development for all staff
- Counselling and/or Mediation schemes

8. Links with other policies

Behaviour Policy
Safeguarding Policy
e-safety policy
Equalities Policy
PSHE Policy
Complaints policy
Confidentiality Policy

9. Legal Issues Related to Bullying

Refer to:

Equality Act 2010
Human Rights Act 1998
Malicious Communications Act
Harassment Act 1997
s.127 of Communications Act 2003

10. Monitoring

Monitoring this policy is the responsibility of the Governing Body, Leadership Teams and individual staff members
Every individual is responsible for ensuring they take incidents of bullying seriously and take action in line with this policy.
Monitoring the progress and achievements of pupils from vulnerable groups will be the responsibility of class teachers and the headteacher.

Appendix 1 Bullying Incident Report Form

This form should be placed in the Cause for Concern Envelope.

**Either the Headteacher or Anti Bullying Champion (ABC) should be made aware immediately.
If the incident involves more than one child as victim, a separate form for each child should be completed**

Person reporting	
Name of pupil (victim)	
Class	
Time and date of reporting	

What happened? (factual)
Where?
Who?
Witnesses
Professional opinion

Signed by reporter …………………………………………………………………………………. Date ………………………….

Signed by HT or ABC ……………………………………………………………………………….. Date ………………………….