GUSTON CHURCH OF ENGLAND PRIMARY SCHOOL

Anti-bullying Policy
January 2018

Review: January 2018

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ANTI BULLYING POLICY

ETHOS STATEMENT
At Guston Church of England Primary School we believe that the way that we work together, behave with one another and seek to support and nurture others, gives life to our Christian ethos. It is one which is inclusive and seeks to encourage and inspire everyone to achieve their fullest potential.

THE RATIONALE
Guston Church of England School recognises that bullying, especially if left unaddressed can have a devastating effect on individuals; it can create a barrier to learning and seriously effect mental wellbeing. This policy sets out the way in which Guston C of E Primary School will prevent and tackle all forms of bullying to help create a safe school where pupils can thrive and reach their full potential. The policy has been drawn up through the involvement of the whole school community. Guston Church of England 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. This policy aims:

- to promote positive relationships and identify and tackle bullying appropriately so that all pupils feel safe to learn
- to ensure all stakeholders are aware that bullying will be dealt with sensitively and effectively
- to work in partnership with parents
- to utilise support from the Local Authority and other relevant organisations when appropriate

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.
- School 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.

DEFINITION OF BULLYING
 "**Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally**".

- 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 can be a form of peer on peer abuse and can be emotionally abusive; it can cause severe and adverse effects on children's emotional development.

FORMS OF BULLYING COVERED BY THIS POLICY
Bullying can happen to anyone. This policy covers all types of bullying including that which is related to:
- race, religion or culture
- Special Educational Needs (SEN) or disabilities
- appearance or physical/mental health conditions.
- sexual orientation.
- home circumstances (including young carers and Looked After children (LAC)
- Gender or sexual orientation (LGBT-phobic bullying)
- Bullying via technology, known as online or cyberbullying

PREVENTING, IDENTIFYING AND RESPONDING TO BULLYING
We will:
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, SEAL, Collective Worship, Anti-bullying week, displays, peer support and through the School Council
- Train all staff to identify bullying and follow school policy and procedures on bullying.
- Actively create "safe spaces" for vulnerable children and young people
On dealing with incidents of bullying we will:
- Deal with the matter immediately, investigating fully and talking to all parties involved
- Support the individual being bullied- making sure they are safe and informed of what is going to happen next
- Record incidents and keep a safeguarding record

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:
  1. looking at use of the school systems;
  2. identifying and interviewing possible witnesses;
  3. 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.

INVOLVEMENT OF PUPILS / STUDENTS

We will:

- Regularly canvas children on the extent and nature of bullying using the Kent tool
- Ensure all stakeholders 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 school, such as Anti-bullying week
- Publicise the details of helplines and websites
- Offer support and mediation to children who have been bullied or are themselves bullying

LIAISON WITH PARENTS AND CARERS

We will:

- Ensure that parents & carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Signpost to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

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 named Governor for bullying will report on a regular basis to the governing body on incidents of bullying, including outcomes.

KEY CONTACT PERSONNEL WITHIN SCHOOL

Nominated member of senior leadership team responsible for policy: Tracey Tee, Inclusion Manager
Designated safeguarding Leads: Deby Day Headteacher, Jonathon Wells, KS2 Leader, Tracey Tee, Inclusion Manager
Named governor with lead responsibility: Mick Brazier

REVIEW

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

USEFUL LINKS AND SUPPORTING ORGANISATIONS

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk

- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

SEND
- Changing Faces: www.changingfaces.org.uk
- Mencap: 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
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

CYBERBULLYING
- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

RACE, RELIGION AND NATIONALITY
- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama:www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com/
- Show Racism the Red Card: www.srtrc.org/educational

LGBT
- Barnardos LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEXUAL HARRASSMENT AND SEXUAL BULLYING
- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
- A Guide for Schools: 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
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.

Written by Tracey Tee January 2018