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# Anti-Bullying Policy

**Approval Date:** October 2023  
**Review Date:** October 2024

# 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](#)" 2021 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 Dovecotes 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.
- Dovecotes 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.

## 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
- Acceptable Use Policies (AUP)
- Curriculum policies, such as, RSE, PSHE and computing
- Mobile technology and social media policies

## 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.

## Roles and Responsibilities

### Governors

The Governing Body:

- supports the Headteacher in all attempts to eliminate bullying from our school and ensures that any incidents of bullying that do occur are taken seriously and dealt with appropriately.
- monitors the incidents of bullying that occur and reviews the effectiveness of the policy regularly.
- requires the Headteacher to keep accurate records of all incidents of bullying and to report to the Governors, on request, about the effectiveness of school anti bullying strategies.
- responds within ten days to any request from a parent to investigate incidents of bullying. In all

cases, the Governing body notifies the Headteacher and asks them to conduct an investigation and to report back to a representative of the Governing Body.

## **Headteacher**

The Headteacher:

- communicates the school's anti-bullying policy to the whole school community
- ensures that pupils understand the school's approach to dealing with bullying and are clear about the part they play in preventing bullying.
- ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- ensures that all staff (both teaching and non-teaching) receive sufficient training to know how to deal with incidents of bullying.
- reports to the Governing Body about the effectiveness of the anti-bullying policy, on request.
- ensures that all children know that bullying is wrong and unacceptable in our school.

## **Staff**

Staff in our school:

- take all forms of bullying seriously, and intervene to prevent incidents from taking place as well as dealing with issues of bullying immediately.
- Use PSHE lessons to support the education of pupils in what bullying means and how to deal with it.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Involve pupils in anti-bullying campaigns in schools and embed anti-bullying messages in the wider school curriculum.
- support children who have been the victims of bullying sensitively as well as supporting the perpetrator to recognise why their actions are unacceptable and how they can stop such behaviour and address the problems they have.
- canvas pupils' views about bullying.
- informs the Headteacher and Safeguarding Team of any incidences of bullying.
- inform children's parents if bullying has taken place as well as communicating the actions that the school is putting into place to deal with the bullying.
- Publicise the details of internal support, as well as external helplines and websites.
- If temporary or supply staff, are directed to report any bullying incident immediately to the Senior Leadership Team.

**Pupils**

All pupils have a responsibility to report instances of bullying, whether they are an observer, victim or participant.

**Parents/Carers**

It is the responsibility of parents/ carers to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

**Involvement and Liaison with Parents and Carers**

*We will:*

- Take steps to ensure they parents/carers are aware that the school does not tolerate any form of bullying.
- Make sure that key information about prejudice-based and discriminatory bullying (including policies and named points of contact) is available to parents/carers via the school website.
- Ensure all parents/carers know who to contact if they are worried about 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.

## Definition of 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*'. DfE 'Preventing and Tackling Bullying
- Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.
- The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically 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.
- Dovecotes Primary School recognises that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.
- Bullying is recognised by Dovecotes Primary School as being a form of child on child abuse; children can abuse other children.
  - Abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".
  - We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.
  - All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

## Forms and Types of Bullying Covered by this Policy

- Bullying can happen to anyone. This policy covers all types and forms of bullying including but not limited to:
  - 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
  - Physical bullying
  - Emotional bullying
  - Sexualised bullying/harassment
  - Bullying via technology, known as online bullying or cyberbullying
  - Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
    - 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
    - Bullying against teenage parents (pregnancy and maternity under the Equality Act).

## School Ethos

- Dovecotes Primary 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 on 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.
- **Our Community:**
  - Understands the importance of challenging inappropriate behaviours between peers.
  - Monitors and reviews our anti-bullying policy and practices on a regular basis.
  - Supports staff to promote positive relationships to help prevent bullying.
  - Recognises 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.
  - Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
  - Ensures 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.
  - Requires all members of the community to work with the school to uphold the anti-bullying policy.
  - Recognises 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.
  - Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy.
  - Seeks to learn from good anti-bullying practice elsewhere.
  - Utilises support from the Local Authority and other relevant organisations when appropriate.

## Responding to Bullying Concerns

- The following steps will be taken when dealing with any 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 Designated Safeguarding Lead (DSL) will be informed of all bullying concerns, especially where there may be safeguarding issues.
  - The headteacher, (DSL) or another appropriate member of leadership staff will interview all parties involved.
  - A clear and precise account of bullying incidents will be recorded on CPOMS by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.
  - 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.

- o Appropriate sanctions and support, for example as identified within the school behaviour policy and child protection policy, will be implemented in consultation with all parties concerned.
- o If necessary, other agencies **may** be consulted or involved, for example the police if a criminal offence has been committed.
- o 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 and responded to in line with this policy and the school behaviour policy.

## Cyberbullying

- When responding to cyberbullying concerns that have occurred within school, the school will:
  - o act as soon as an incident has been reported or identified.
  - o 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.
  - o 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.
  - o Where the individual has been identified, the school will ensure that appropriate sanctions are implemented to change the attitude and behaviour of the bully, as well as ensuring access to any additional help or support they may need.
- When informed of cyberbullying concerns that have occurred outside of school, the school will discuss the incident with any witnesses and will gain evidence of the cyber bullying incident; this may involve text messages, emails, photos, etc., provided by the victim. This information will be passed on to the Designated Safeguarding Lead. Please note that nudes or semi-nude images will not be forwarded on to any other parties. The school may have to contact parents of the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation and share with the school.

Parents will also be asked to

- o block or remove perpetrators of bullying from contact lists.
- o not to retaliate or reply.
- o contact the service provider to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.

If necessary, the headteacher may decide to involve the police for appropriate response to the cyber bullying incident if a criminal offence has been committed..

## Supporting Pupils

- *Pupils who have been bullied will be supported by:*
  - o Reassuring the pupil and providing immediate pastoral support.
  - o Offering an immediate opportunity to discuss the experience with their teacher, the DSL, or a member of staff of their choice.
  - o Being advised to keep a record of the bullying as evidence and discuss how to respond to any further concerns.
  - o 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.
  - o 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/discipline policy. This may include:
    - official warnings
    - time spent in the reflection room during playtimes/lunchtimes
    - internal exclusions
    - removal of privileges (including online access when encountering cyberbullying concerns)
    - in extreme or repeated cases, fixed-term or permanent exclusions.
  - 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, 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 the 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 future concerns.
  - Where the bullying of a member of staff 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 school policies.
  - 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:*
  - o Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.
  - o Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
  - o If online, requesting that content be removed.
  - o Instigating disciplinary, civil or legal action as appropriate or required.

## **Preventing Bullying**

### **Environment**

- The whole school community will:
  - o Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
  - o Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).
  - o Recognise the potential for children with Special Educational Needs and Disabilities (SEND) to be disproportionately impacted by bullying and will implement additional pastoral support as required.
  - o Recognise that bullying may be affected and influenced by gender, age, ability and culture of those involved.
  - o 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.
  - o Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
  - o Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
  - o Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-based and discriminatory bullying.
  - o Actively create "safe spaces" for vulnerable children.
  - o Celebrate success and achievements to promote and build a positive school ethos.

### **Policy and Support**

- The whole school community will:
  - o Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
  - o 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.
  - o Take appropriate, proportionate and reasonable action, in line with existing school policies.
  - o Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.

- o Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

## **Education and Training**

- The school community will:
  - o Train all staff, including teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
  - o Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies and the school council, etc.
  - o Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
  - o Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week.
  - o Provide systematic opportunities to develop pupils' social and emotional skills, including building self-esteem

## **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 safeguarding will monitor incidents of bullying, including outcomes.

## Useful Links and Supporting Organisations

The following links may provide additional support to children, staff or families.

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)

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)

## Cyberbullying

Childnet: [www.childnet.com](http://www.childnet.com)

Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)

Report Harmful Content: <https://reportharmfulcontent.com/>

UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)

The UK Council for Internet Safety (UKCIS): [www.gov.uk/government/organisations/uk-council-for-internet-safety](http://www.gov.uk/government/organisations/uk-council-for-internet-safety)

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)

## 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.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sen-disability](http://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sen-disability)

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)

## 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)

## LGBTQ+

Barnardo's LGBTQ 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**

NSPCC 'Report Abuse in Education' Helpline: [0800 136 663](tel:0800136663) or [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

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-sexist-bullying](http://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying)

Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: <https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying/investigating-and-responding-sexual>

Childnet Project DeShame (Online Sexual Harassment and Bullying): [www.childnet.com/our-projects/project-deshame](http://www.childnet.com/our-projects/project-deshame)

