



Anti-Bullying Policy

Introduction

At Cavendish Primary School we have a zero tolerance policy towards bullying and we are committed to developing an anti-bullying culture. Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch. Bullying should not be a part of school life and we will take positive action against it. We will do our best to eliminate any bullying behaviour from Cavendish and to foster an ethos of harmony and friendship, as defined by our Cavendish Code. We believe all pupils have the right to learn in a safe, supportive and caring environment without the fear of being bullied. We have a clear policy, and complaints about bullying will be dealt with firmly, fairly and promptly.

This policy has been updated to ensure that the school follows the Department for Education (DfE) guidelines: 'Preventing and Tackling Bullying' July 2017. It also takes into account the DfE statutory guidance 'Keeping Children Safe in Education' and Childnet's 'Cyberbullying: Understand, Prevent and Respond: Guidance for Schools'.

This policy has been adopted with the involvement of the whole school community, including parents and pupils.

Links with other school policies and practices

This policy links with a number of other school policies including:

- Behaviour policy
- Complaints policy
- Safeguarding and Child Protection policy
- Equalities policy
- Confidentiality policy
- Internet Safety policy

Links to legislation

There are a number of 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
- The Protection from Harassment Act 1997
- The Malicious Communications Act 1988,
- The Communications Act 2003
- The Public Order Act 1986

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, i.e. the Designated Safeguarding Lead
- School Governors to take a lead role in monitoring and reviewing this policy

- All staff, including 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

- Bullying is **‘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 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:

- Bullying related to race, religion, nationality or culture
- Bullying related to SEND (Special Educational Needs or Disability)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers, children in care or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying
- Bullying via technology, known as online or cyberbullying

School Ethos

The Cavendish community recognises that 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 schools can help to create safe, disciplined environment, where pupils are able to learn and fulfil their potential.

Cavendish Primary School:

- Monitors and reviews our anti-bullying policy and practice 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; 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
- Reports back to parents/carers regarding concerns on bullying, dealing promptly with complaints

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 acted on 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 decision-making, as appropriate.
- If appropriate, a member of staff, e.g. the Class Teacher, Learning Mentor or Designated Safeguarding Lead will discuss the incident first with the pupils concerned separately and then together trying to help them see the situation from each other's point of view.
- If appropriate, the victim may be provided with a notebook (an incident diary) to write down his/her concerns and any subsequent incident.
- The Designated Safeguarding Lead will be informed of all bullying issues, especially where there are safeguarding concerns.
- The school will inform other staff members, and parents/ carers, where appropriate.
- Make clear to the bully that such behaviour is not acceptable in school but also spend time trying to understand why he/she is behaving in such a way and providing support to prevent it happening again.
- Sanctions (as identified within the school Behaviour policy) and support for individuals will be implemented, in consultation with all parties concerned.
- Where the bullying takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is investigated. School staff have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct gives when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances.
- A clear and precise account of the incident will be recorded by the school. This will include recording appropriate details regarding decisions and action taken.
- Periodic checks may be made with the victim to ensure that the problem has been resolved.
- All staff will take a professional attitude and respect confidentiality while sharing information when necessary to ensure correct implementation of the policy.

Cyberbullying

The rapid development of, and widespread access to, technology has provided a medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying which can happen at any time, with a potentially bigger audience, and with more accessories as people forward on content at a click. For more information on how to respond to cyber-bullying and how pupils can keep themselves safe, refer to Childnet International: <http://www.childnet.com/>

The Education Act 2011 amended the power in the Education Act 1996 to provide that when an electronic device, such as a mobile phone, has been seized by a member of staff who has been formally authorised by the headteacher, that staff member can examine data or files, and delete these, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone.

Cavendish publishes E-Safety advice on our website.

Supporting Pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous support
- Offering an immediate opportunity to discuss the experience with their teacher, the Designated Safeguarding Lead, or a member of staff of their choice

- Reassuring the children that there is nothing to be ashamed about in reporting that they are being bullied
- Working towards restoring self-esteem and confidence
- Providing ongoing support; this may include: working and speaking with staff, offering support from the Learning Mentor, 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 Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS)

Pupils who have perpetrated the 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 policy, e.g. official warnings to cease offending, loss of playtimes or other privileges, exclusion from certain areas of school premises, fixed term exclusion, permanent exclusion
- 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 or referrals to Early Help, Specialist Children's Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate

Preventing Bullying

We 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 a problem at Cavendish as much as at any other school
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse)
- Watch for early signs of stress, deterioration of work, suspicious illnesses, isolation, the desire to remain with adults and erratic attendance
- Openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability or gender
- Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others
- Use 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.
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem
- Provide information to staff and pupils regarding steps they can take to protect themselves online
- Encourage pupils 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
- Celebrate success and achievements to promote and build a positive school ethos

Education and Training

The school will:

- Train all staff, including: teaching staff, support staff (including administration staff, lunchtime support staff and site support staff), to identify all forms of bullying and take appropriate action, following the school's policy and procedures (including recording and reporting incidents)

Involvement of Pupils

We will:

- Involve pupils to ensure that they understand the school's approach and are clear about the part they have to play to prevent bullying
- Regularly ask children's views on the extent and nature of bullying
- Ensure that all pupils know how to express worries and anxieties about bullying
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have

Involvement and Liaison with Parents and Carers

We 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
- Ensure all parents/carers know who to contact if they are worried about bullying
- 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

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 Designated Safeguarding Lead will be informed of bullying concerns, as appropriate.

Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Childnet International: www.childnet.com
- UK Safer Internet Centre: www.saferinternet.org.uk
- Internet Matters: www.internetmatters.com

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