



Anti-Bullying Policy

Date: December 2022

**To be reviewed: September
2023**

VERSION CONTROL SHEET

POLICY NAME: Anti-Bullying Policy

Policy Prepared by: Gemma Wills

Document date	Filename	Meeting submitted	Summary of changes required
06.12.21	Anti-Bullying Policy	Continuaiton	Reviewed by GR- no changes
08.12.21	Anti-Bullying Policy		No Changes Shorter review date to incorporate work with Anti-bullying alliance in next review

We acknowledge that to allow or condone bullying may lead to consideration under child protection procedures. This includes cyber, racist, homophobic and gender related bullying.

This means that if we, as a school community fail to take action or do not protect our children from bullying then we are NOT carrying out our duty to safeguard our children and could be held responsible under Child Protection Procedures.

Definition of Terms:

Bullying; can take many different forms, but is generally recognised as ... 'aggressive and/or insulting behaviour (physical or verbal) by an individual or group, over a period of time, that intentionally hurts or harms' Bullying is not an isolated incident or when 2 children quarrel

Cyber Bullying; *'The use of information and communications technology (ICT), particularly mobile phones and the internet, deliberately to upset someone'*

Victim; We recognise that both the person who is being bullied as well as the bully may be seen as victims and in need of help and support. (research shows that majority of bullies have low self-esteem, negative attitudes towards others and may come from an environment of conflict).

The aim of this policy is:

-  To provide a secure and safe environment for all pupils
-  To break down the supposed secretive nature of bullying
-  To generate a supportive ethos
-  To counter the view that bullying is an inevitable part of school life
-  To ensure a whole school approach
-  To be proactive rather than reactive

Procedures for dealing with incidents of bullying

How the incident is dealt with will depend on the seriousness of the incident, the age and understanding of the children involved and the context and the behaviour policy will be used as guidance. However if there is an incident of racist bullying or race hate then this will be reported to Devon in the appropriate way.

In all cases we will:

-  Contact the parents of those involved explaining what happened, what we are doing about it and request their support
-  Acknowledge the incident
-  Express disapproval
-  Support the victim/s and apologise for what has happened
-  Consider what is the most appropriate action re sanctions and support

Verbal and physical assaults will not be tolerated. Members of staff will not ignore any form of verbal or physical bullying.

Anti-bullying Strategies

As a Federation we recognise the need to proactively work towards preventing bullying and the causes of bullying as far as possible and this is evident through:

-  The ethos and culture of the school positively discourages any form of disrespectful and inappropriate behaviour and the promotion of British values and citizenship supports this.
-  Sessions are built into our curriculum as a forum for class and group discussions on sensitive topics such as bullying and our Behaviour and Relationships policy with clear consequences in the form of rewards and sanctions reinforces these aims.
-  The Thrive Approach is embedded across the federation and this enables children to develop an understanding of themselves and their feelings and supports them to develop strategies to deal with these. Children who are identified as at risk in terms of behaviour have access to regular 1:1 support from a Thrive practitioner.
-  Engaging in national events e.g. Anti bullying week
-  Pupil and parent questionnaires to ensure children feel safe at all times
-  Adherence to our safeguarding policies including safety
-  Specific focus on respect, democracy, being fair and celebrating difference and other cultures in whole school assemblies

Through this work children are encouraged to be confident to talk to adults – Teaching Assistant, Teacher, Parent if they are the victim of bullying or are aware of other children who are being bullied.

The use of CPOMS (Child protection Online System) ensures that staff report incidents that they observe or are reported to them, in order to monitor the behaviour of individuals so that intervention work can be undertaken.

In ALL cases where a parent or child informs a member of staff of incidents of bullying, Leadership teams should be informed as a matter of course.

Related policies

Safeguarding policy

Further Reading/Sources of Guidance:

Documents issued by Gov.Uk

Preventing and Tackling bullying

Supporting children and young people who are bullied

Cyber bullying advice for HT and schools Advice for parents and carers on cyber bullying