

Yorke Mead Primary School

Anti-Bullying Policy

March 2021



Our School Vision Statement

BRINGING LEARNING to LIFE

We are a school dedicated to creating an environment where children are able to grow into happy, well-rounded individuals with a love of learning through which they can achieve to the best of their abilities.

We want our pupils to enter the wider world as

- o Happy, positive individuals*
- o Responsible citizens who make a positive contribution*
- o Confident, resilient, healthy & life-long learners.*

DARE TO...

D - Determination

A - Ambition

R - Resilience

E – Enjoyment

T - Trust

O - Openness

What is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

DfE Preventing and Tackling Bullying July 2017

Background

Anti-bullying is part of the of the school's overall approach to creating a positive environment for learning as set out in full in our Behaviour for Learning Policy.

The Equality Act 2010 requires schools to prevent discrimination on grounds of age, disability, gender, race, religion or belief.

Guidance is given by the Department of Education (DfE) in 'Preventing and tackling bullying: Advice for Head teachers, staff and governing bodies' (July 2017). It also takes into account the research done by OFSTED in 'No place for bullying: how schools create a positive culture and prevent and tackle bullying' (June 2012). These documents can be accessed on the DfE and OFSTED websites. Additional guidance can be consulted on the websites of Herts for Learning and of relevant charities such as the Anti-Bullying Alliance and Childnet International.

Our Key Principles

- Everyone – parents, staff and children – is responsible for stopping bullying.
- We should all treat each other with respect and kindness. The school has three simple rules: *Be Kind, Be Safe, Be Responsible*
- We do not tolerate bullying of any kind.
- Any incident of bullying is recorded and investigated.
- Action is taken to support children and ensure bullying does not reoccur.

Prevention

A school's response to bullying should not start at the point at which a child has been bullied. We believe that best practise involves staff proactively being aware and conscious of issues between pupils which might provoke or conflict, and to develop strategies to prevent bullying occurring in the first place.

This might involve talking to specific pupils or groups of children or more general discussions about issues of difference, in lessons, through dedicated events or projects, or through assemblies.

Our key work in preventing and tackling bullying is driven through our ethos of positive behaviour where Pupils and staff treat one another with respect because they know that this is the right way to behave.

Our Anti bullying Approach includes ensuring:

- Everyone (children, staff and parents) understands what bullying is and that the school does not tolerate bullying.
- All pupils understand the school's approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders.

We make it easy for pupils to report bullying so that children feel assured that they will be listened to and incidents acted on, without fear of further bullying or discrimination.

- Pupils should feel that they can report bullying which may have occurred outside school including cyber-bullying. Our work to prevent bullying is not limited to what happens inside school – we will work to ensure children are safe from bullying at all times – and will liaise with other organisations in order to achieve this.
- Staff are aware of the severe impact bullying can have on a child’s social, emotional and mental health, and should ensure appropriate provision is made to support the child emotionally and in their learning.
- We create an inclusive environment. We understand that some pupils are more vulnerable to bullying than others. Through our PSHE and other curriculum based work we openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender, sexuality or appearance related difference. We are also conscious of children with different family situations, such as looked after children or those with caring responsibilities. Our work focuses on teaching children that use of any prejudice based language is unacceptable. We believe celebrating successes is an important part of achieving this.
- Parents are aware of the procedures to follow if they believe that their child is being bullied. We want all parents to feel confident that the school will take any complaint about bullying seriously and resolve the issue in a way that protects the child. This includes parents reinforcing the value of good behaviour at home
- The consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable.
- Our work is regularly evaluated and updated to take account of developments in technology, for instance updating ‘acceptable use’ policies for computers
- We work with the wider community such as anti-bullying organisations, the police and children’s services to agree a clearly understood approach to cases where bullying is particularly serious or persistent and where a criminal offence may have been committed.

Cyber Bullying

The rapid development of, and widespread availability of technology opens up the risk of bullying through the use of social media and electronic means of communication. Such cyber-bullying can occur in or outside school and may be aimed at pupils, parents/carers and/or staff.

Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. The school is committed to eradicating such behaviour and seeks the support of everyone in the school community to encourage the responsible use of electronic devices.

To prevent such behaviour, and to enable children to protect themselves or to report any form of bullying they may experience, children are educated specifically in what contributes appropriate use of the internet and mobile devices. They know that they can seek support in school for any incidents. Parents are informed of incidents occurring outside school and advised to keep screenshots.

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.

If an electronic device that is prohibited by the school rules has been seized and the member of staff has reasonable ground to suspect that it contains evidence in relation to an offence, they must give the device to the police as soon as it is reasonably practicable. Material on the device that is suspected to be evidence relevant to an offence, or that is a pornographic image of a child or an extreme pornographic image, should not be deleted prior to giving the device to the police.

For more information on how to respond to cyber-bullying please refer to the 'further resources' section of the DfE Preventing and Tackling Bullying Guidance for Schools July 2017.

Our Responsibilities

Pupils

- Behave in a respectful and kind manner to others at all times; encourage your peers to do the same.
- Make sure you understand what bullying is: if you have any questions, ask a member of staff.
- Report any bullying you believe to be happening, whether directed at you or someone else, to a member of staff.
- Help staff in their efforts to prevent bullying, and to investigate and resolve any incidents that occur.

Parents and carers

- Explain to children how positive behaviour makes life better for everybody and that bullying, in any form, is wrong.
- Show support for our school's efforts to eradicate bullying, and follow the home school agreement signed when they join the school.
- Report any evidence of bullying to a member of staff at the school.
- Assist senior leaders in investigating and resolving any bullying incidents.

Staff

- Ensure that pupils understand what bullying is and what they should do if they encounter it.
- Make sure the needs of vulnerable pupils and groups are taken into account.
- Take all reports of bullying seriously, inform the SLT and record any incidents they investigate.
- Investigate bullying incidents and record them; take action to ensure they do not reoccur, providing appropriate feedback to pupils involved and their parents.
- Provide support to those who suffer bullying and help develop their resilience. Ensure the pastoral team have been made aware of any issues and that the support for both victim and perpetrator is in place to understand why their behaviour is wrong and to encourage positive change in their behaviour.

Headteacher and senior leadership

- Ensure staff are trained and motivated to promote positive behaviour and pupils' understanding of why bullying is wrong.
- Establish procedures for dealing with bullying incidents and provide leadership in resolving them, drawing in external services if needed.
- Keep records dealing with bullying incidents and provide an annual report to governors.
- Ensure any proved incidents of bullying are recorded on CPOMS
- Promote tolerance and acceptance of diversity within the school community to reduce bullying.

- Provide awareness of the importance of this policy and anti-bullying throughout the school community.

Governors

- Review this policy annually based on experience of its operation
- Confirm the school's implementation of the policy is consistent with the anti-discrimination provisions of the Equality Act 2010 and good practice set out in national and local guidance
- Ensure the school has appropriate procedures in place to deal with complaints

The Governor responsible for anti-bullying is Amana Ahmad

Support for staff who are bullied and harassed

It is important that schools take measures to prevent and tackle bullying among pupils. But it is equally important that schools make it clear that bullying or harassment of staff, whether by pupils, parents or colleagues, is unacceptable. At Yorke Mead this is covered in our Harassment and Bullying Policy and Procedures document.