



# Danson Primary School

## **Anti-Bullying Policy**

Reviewed  
March 2023

# Danson Primary School



## Anti-Bullying Policy

Head Teacher: L Casey/A Allen

Anti-Bullying Leader: L Stephens

Chair of Governors: M Egelton

Anti-Bullying Lead Governor: Heather Mash

Review Date: March 2023

Date of next review: March 2024

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

This policy outlines how instances of bullying are dealt with, including the procedures to prevent occurrences of bullying. It has been adopted with the involvement of the whole school community.

This policy is closely linked with several school policies:

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Child on Child Abuse Policy
- Equality Policy
- E-Safety and AUP Policy
- Social Media Policy
- RSE Policy

This policy is communicated and made available:

- On the school website
- From the school office
- To all new staff
- Shared with parents during Anti-Bullying Week
- On 'Every' for staff

### **Aims and Principles**

At Danson Primary School, we aim to create an inclusive environment for all pupils and work with all members of the school community to create an ethos and culture of kindness and respect that permeates every aspect of school life. As a consequence, we strive to provide a safe, caring and friendly environment for learning for all pupils to allow them to improve their life chances and help them maximise their potential.

As a school, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils. We are committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

At Danson, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff, volunteers and parents to share this commitment. Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. When this is the case, school staff should follow procedures in the school's Safeguarding Policy.

## Definition of Bullying

As part of assemblies and PSHE lessons at Danson, we discuss with the children what bullying is, as well as incidents we would not describe as bullying but an example of relational conflict.

Bullying can be defined as, *"The **repetitive, intentional hurting** of one person or group by another person or group, where the relationship involves an **imbalance of power**. Bullying can be physical, verbal or psychological. It can happen face-to-face or online". (Anti-Bullying Alliance)*

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. Cyberbullying is a different form of bullying which can happen beyond the school day and into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

We recognise that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Bullying is recognised by Danson Primary School as being a form of child on child abuse.

- 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 is just not being reported.
- All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

## Types of Bullying

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
  - Ethnicity, nationality or culture including Gypsy, Roma, Travellers
  - Special Educational Needs or Disability (SEND)
  - Sexual orientation (homophobic/biphobic bullying)
  - Gender based bullying, including transphobic bullying
  - Being pregnant or having a child

## **Where bullying takes place**

Bullying is not confined to the school premises. It can also happen on the journey to and from school, in the local community, during extra-curricular activities linked to the school and online.

The school acknowledges its responsibilities to support families if bullying occurs off the premises.

DfE's Preventing and Tackling Bullying guidance (2017) says about schools duties to tackle bullying outside of schools:

*Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.*

## **Signs of Bullying**

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

- Being frightened to travel to or from school
- Unwillingness to attend school
- Repeated or persistent absence from school
- Becoming anxious or lacking confidence
- Saying that they feel ill repeatedly
- Decreased involvement in school work
- Leaving school with torn clothes or damaged possessions
- Missing possessions
- Missing dinner money
- Asking for extra money or stealing
- Cuts or bruises
- Lack of appetite
- Unwillingness to use the internet or mobile devices
- Lack of eye contact
- Becoming short tempered
- Change in behaviour and attitude at home

## Preventing Bullying

As part of our commitment to the safety and welfare of our pupils, we at Danson Primary School have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- Ensuring that the school actively promotes kindness and the celebration of difference and diversity as part of our core values throughout the curriculum and school life.
- A zero-tolerance approach towards offensive language and comments
- A range of age-appropriate opportunities and approaches for educating pupils about bullying issues and how to address them, including e-safety, will be taught through the school's PSHE and computing curriculum and assemblies.
- E-safety agreements and classroom behaviour charters, which are agreed and signed by the children.
- Participation in Anti-Bullying Week and Internet Safety Day each year
- A shared understanding of the signs and symptoms that indicate someone may be experiencing bullying.
- CPD is delivered to all staff, including midday meal supervisors and breakfast and after school staff, on recognising bullying and actively responding to incidents following the school's policy and procedures, including recording and reporting incidents.
- School Council
- The introduction of Anti-bullying Ambassadors and provide training for them to support their peers during playtimes and lunchtimes.
- The creation of safe spaces at break and lunch times for children who may feel lonely or isolated, including lunch time clubs.
- Opportunities for pupils to share their voice and opinions – through surveys, etc
- Information is provided to parents on bullying and e-safety workshops are held to raise parent awareness.
- Our behaviour policy, includes rewards and sanctions which are used consistently to prevent inappropriate behaviour and promote positive behaviour.
- Positive behaviour and expectations are modelled by all adults.
- Achievement assemblies to celebrate those children that demonstrate the school values.
- The use of support from the Local Authority and other relevant organisations when necessary.

## Reporting Bullying

- Pupils are encouraged to report any incident of bullying to a trusted adult or through their classes' worry box.
- During PSHE lessons, children discuss who their trusted adults are inside and outside of school.
- Opportunities are provided within the school day to identify how they are feeling and followed up by the class teacher if necessary.
- Anti-bullying Ambassadors are visible on the KS2 playground for children to talk to.
- Parents/Carers should contact the Class Teacher regarding incidents of bullying behaviour which they might suspect or that have come to their attention through their children.
- Parents/carers can email or telephone the school to report any incidents of bullying behaviour.
- All reported incidents of bullying will be recorded on the school's Bullying Incident Form including the action that has been taken and any sanctions given.
- The Head Teacher and DSL will ensure that all decisions and actions recorded are reviewed on a regular basis for the purposes of:
  - Identifying patterns of concerning, problematic or inappropriate behaviour on the part of certain pupils that may need to be handled.
  - Reflecting on whether cases could have been handled better and using these reflections to inform future practice and development of the school's policy.

- Considering whether there are wider cultural issues at play within the school, e.g. whether school culture facilitates discriminatory bullying by not adequately addressing instances, and planning to mitigate this.
- Considering whether prevention strategies could be strengthened based on any patterns in the cases that arise.

## Responding to Bullying

All reported incidents will be taken seriously and investigated involving all parties. The staff are aware of and follow the same procedures.

After an allegation of bullying:

- All parties including the target, bully and all others involved will be interviewed and a School Bullying Incident Form will be completed.
- A conversation will be had individually with everyone involved and an investigation form will be completed and attached to the incident form.
- All investigations will be conducted with sensitivity and with due regard to the rights of all pupils involved.
- The DSL will be informed of all bullying where there are safeguarding issues.
- Parents/carers will be informed as to the involvement of their child and actions taken, as appropriate and in line with child protection and confidentiality policies.
- A support plan will be put in place and appropriate disciplinary sanctions in accordance with the school's Behaviour Policy will be decided upon and these will be graded according to the seriousness of the incident but will send out a message that bullying is unacceptable.
- The response may vary according to the type of bullying and may involve other agencies where appropriate.
- Support will be given, appropriate to the situation, for all involved such as – solution focused, restorative approach, individual work with the perpetrator, bystanders and others affected by the bullying, a referral to outside agencies will be made if appropriate.
- The wider community will be liaised with, if the bullying is taking place off the school premises i.e., in the case of cyberbullying or hate crime.
- A clear and precise account of bullying incidents will be recorded, including details regarding decisions and action taken.

A child friendly version of this policy has been written in liaison with the Anti-Bullying Ambassadors and displayed in every classroom.

## 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/ukcouncil-for-internet-safety](http://www.gov.uk/government/organisations/ukcouncil-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/atrisk-groups/sen-disability](http://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/atrisk-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 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-campaignposters](http://www.gov.uk/government/publications/disrespect-nobody-campaignposters)
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: [www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying](http://www.antibullyingalliance.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/toolsinformation/all-about-bullying/sexual-and-sexist-bullying/investigating-and-respondingsexual>
- Childnet Project DeShame (Online Sexual Harassment and Bullying): [www.childnet.com/our-projects/project-desham](http://www.childnet.com/our-projects/project-desham)