Anti-Bullying Policy

Person(s) Responsible:	Headteacher Behaviour & Attitudes Link Governor
Formally adopted by the Governing Body:	March 2025
Review date:	March 2026

This policy also applies to the Early Years Foundation Stage (EYFS)

This policy will be reviewed <u>at least</u> annually, and following any concerns and/or updates to national/local guidance or procedures

Contents

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 2024" and "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

1) Policy objectives:

- This policy outlines what Biggin Hill Primary School will do to prevent and tackle all forms of bullying.
- Biggin Hill 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.

2) Links with other school policies and practices

This policy links with several school policies, practices and action plans including:

- o   Behaviour policy
- o   Complaints policy
- o   Safeguarding policy
- o   Online safety policy
- o   Mobile phone and Social Media policies

3) 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):

- o   The Education and Inspection Act 2011
- o   The Equality Act 2010
- o   The Children Act 2004
- o   Protection from Harassment Act 1997
- o   The Malicious Communications Act 2003
- o   Public Order Act 1986

4) Responsibilities

It is the responsibility of:

- o   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.
- o   Governors to take a lead role in monitoring and reviewing this policy.
- o   All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- o   Parents/carers to support their children and work in partnership with the school.
- o   Children to abide by the policy.

5) Definition of bullying

Bullying can be defined as behaviour that is:
- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

6) Forms and types of bullying covered by this policy

Bullying can be, but is not limited to:

- Emotional: Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.
- Physical: Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- Racist: racial taunts, graffiti, gestures.
- Sexual: Unwanted physical contact or sexually abusive comments.
- Homophobic: because of, or focussing on the issue of sexuality. Homophobic, biphobic and transphobic (HBT) bullying is unacceptable.
- Verbal: name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
- Cyber: All areas of the internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities.

Signs and Symptoms of bullying:

A student may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and that they should investigate if a student:
- is frightened of walking to or from their school.
- doesn't want to go into vulnerable areas of the school i.e. toilets, library, dinner hall.
- is unwilling to go to school.
- becomes withdrawn, anxious, or lacking motivation.
- changes in behaviours.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

7) Different ways to report bullying

At Biggin Hill Primary School we ensure that we provide children with equal opportunities and fair access to report any forms of bullying. We pride ourselves on our range of ways children can report incidents of bullying throughout the school. Bullying can be reported:
- To the class teacher
- To a member of support staff or our lunchtime staff on duty

- Through our Family Support worker and Senior Mental Health Lead or any member of the inclusion team.
- Through 'Worry Monsters' that are situated in each classroom - these are checked daily
- Through the headteacher, deputy headteacher or assistant headteachers
- Through PSHE Assemblies and through circle time or class discussion time.

8) School ethos

- Biggin Hill 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 for mental wellbeing.
- We believe that in order for children to learn to the best of their ability, they need to feel safe and happy. We prioritise creating an environment where children feel safe, happy and able to learn.
- By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where children are able to learn and fulfil their potential.

Our Community:

o   Monitors and reviews our anti-bullying policy and practice on a regular basis.
o   Supports staff to promote positive relationships to help prevent bullying.
o   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.
o   Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
o   Ensures our children 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.
o   Requires all members of the community to work with the school to uphold the anti-bullying policy.
o   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.
o   Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy.
o   Seeks to learn from good anti-bullying practice elsewhere.
o   Utilises support from the Local Authority and other relevant organisations when appropriate.

9) Responding to bullying

The following steps may be taken when dealing with incidents of bullying reported to the school:

o   If bullying is suspected or reported, the incident will be reported immediately by the member of staff who has been approached or witnessed the concern.
o   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.

o The Headteacher/Designated Safeguarding Leads (DSLs) or another member of the Leadership Team will interview all parties involved.
o The DSL will be informed of all bullying issues where there are safeguarding concerns.
o The school will speak with and inform other staff members, where appropriate.
o 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 Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned.
o If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
o Where the bullying of or by children takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is investigated as far as possible, recognising that there may be limitations in terms of available evidence. If required, the DSL will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.
o The school behaviour log will be completed and a clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

Cyberbullying

For a full description of Cyberbullying, please refer to the Online Safety Policy.

Supporting children

Children who have been bullied will be supported by:
o Reassuring the child and providing continuous pastoral support.
o Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, 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 concerns and build resilience as appropriate.
o Working towards restoring self-esteem and confidence.
o 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, referrals to other external agencies who may be able to offer support and local wellbeing services.

Children who have perpetrated bullying will be helped by:
o Discussing what happened, establishing the concern and the need to change.
o Informing parents/carers to help change the attitude and behaviour of the child.
o Providing appropriate education and support regarding their behaviour or actions.

- o If online, requesting that content be removed and reporting accounts/content to service providers.
- o Sanctioning, in line with school behaviour policy; this may include official warnings, internal exclusions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- o 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 other external agencies who may be able to offer support.

Supporting adults

Our school takes measures to prevent and tackle bullying among children; however, it is equally important to recognise that bullying of adults, including staff and parents/carers, whether by children, parents/carers or other staff members, is unacceptable.

- *Adults who have been bullied or affected will be supported by:*
  - o Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the headteacher.
  - o Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
  - o Where the bullying 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.
  - o Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
  - o Reassuring and offering appropriate support.
  - o 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.

10) Preventing bullying
Environment

- The whole school community will:
  - o Create and support an inclusive environment which promotes a culture of mutual respect, consideration and inclusivity.

o   Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).

o   Recognises the potential for children with SEND to be disproportionately impacted by bullying and will implement additional pastoral support as required.

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 and the protected characteristics as defined by The Equalities Act.

o   Challenge practice and language (including 'banter') which does not uphold the school values of inclusivity 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-driven bullying.

o   Actively create "safe spaces" for vulnerable children and young people.

o   Celebrate success and achievements to promote and build a positive school ethos.

Education and Training

- The school community will:
  o   Train all 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, peer support, 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 childerns' social and emotional skills, including building their resilience and self-esteem.

11) Involvement of children

We will:

o   Involve children in regular discussions about bullying.

o   Regularly canvas children's views on the extent and nature of bullying.

o   Ensure that all children know how to express worries and anxieties about bullying.

o   Ensure that all children are aware of the range of sanctions which may be applied against those engaging in bullying.

o   Involve children in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.

o   Publicise the details of internal support, as well as external helplines and websites.

o   Offer support to children who have been involved in bullying.

12) Involvement and liaison with parents and carers

We will:
- o Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school website.
- o Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- o Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- o Ensure that parents/carers work with the school to role model positive behaviour for children, both on and offline.
- o Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

13) 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 Headteacher for safeguarding will report on a regular basis to the governing body on incidents of bullying, including outcomes.

14) Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS)
  www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- DfE 'Cyberbullying: advice for headteachers and school staff':
  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

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational

LGBT

- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
- Disrespect No Body:
  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-gender-related/preventing-and-responding-sexual
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying:
  www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related

Note: *Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)*
www.gov.uk/government/publications/preventing-and-tackling-bullying