ANTI BULLYING POLICY 2023-2024

Seymour Primary School

This policy was adopted on: 1st September 2023

It will be reviewed: July 2024

It was published on the school website on: 11th October

It was ratified by Governors on:

Chair of Governors	Name: Simon Mitchell Signature: Date:
Headteacher	Names: Carol Collins & Emma Eardley Signature: *Emma Eardley C. Collins* Date: 24th July 2023

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Statement of Intent

At Seymour Primary School, we are committed to providing a caring, friendly and safe environment for all of our children so they can learn in a relaxed and secure atmosphere. Neither physical nor verbal bullying will be tolerated at Seymour Primary School. If bullying does occur, all children should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. Everyone has a responsibility to prevent bullying.

School ethos

Seymour 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.

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.

Key Contact Personnel

Nominated Member of Leadership Staff Responsible for the policy:

- Head teachers: Carol Collins, Emma Eardley
- Designated Safeguarding Leads: Carol Collins Emma Eardley
- Deputy DSL: Sam Butler
- Named Governor with lead responsibility: Simon Mitchell

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

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" 2023 and 'Sexual violence and sexual harassment between children in schools and colleges' guidance. The setting has also **read Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools"** and the **DfE** research into anti-bullying practices:
www.gov.uk/government/publications/approaches-to-preventing-and-tackling-bullying

Policy objectives

This policy outlines what Seymour School will do to prevent and tackle all forms of bullying. The policy has been adopted with the involvement of the whole school community.

Seymour School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

All governors, teaching and non-teaching staff, children and parents should have an understanding of what bullying is, know what the school policy is on bullying and follow it when bullying is reported.

Links with other school policies and practices

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

- Behaviour policy
- Complaints policy
- Child protection policy
- Online safety and Acceptable Use Policies (AUP)
- Curriculum policies, such as: PSHE, citizenship and computing
- Mobile phone and social media policies

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 include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010 o The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

Responsibilities

It is the responsibility of:

- The headteachers 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.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including: governors, 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.
- Children to abide by the policy.

What is bullying?

We define bullying as the use of deliberate hurtful behaviour over a period of time with the intention of hurting another person either physically or emotionally. It may involve an imbalance of power between the perpetrator and the victim. Bullying results in pain and distress and the victim usually can't defend themselves.

Bullying can be:

- emotional- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- physical- pushing, kicking, hitting, punching or any use of violence
- racist- racial taunts, graffiti, gestures
- sexual- unwanted physical contact or sexually abusive comments
- prejudicial- bullying against people/children with protected characteristics
- related to race, religion, faith and belief and for those without faith
- related to ethnicity, nationality or culture
- related to Special Educational Needs or Disability (SEND)
- related to sexual orientation (homophobic/biphobic bullying)
- gender based, including transphobic bullying
- verbal name-calling, sarcasm, spreading rumours, teasing, excluding from social groups
- 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. Therefore, bullying can be online as well as offline.
- social and reputational. This can include sharing information about someone which isn't true or saying something deliberately to ruin a relationship or that person's reputation.

However, it is not bullying if two children of equal power and strength have an occasional fight or quarrel.

Guidance for parents and carers

If parents discover that a child is being bullied they must share their worries with the classteacher, SENCO or Headteachers. This will both support the child and ensure that the bully is dealt with effectively. We will react firmly and promptly where bullying is identified. There are a range of sanctions available to staff depending on the seriousness of the situation.

WE WILL ALWAYS TRY TO HELP: THE SCHOOL HAS CLEAR BEHAVIOUR MANAGEMENT STRATEGIES WHICH DISCOURAGE VIOLENCE OR INTIMIDATION.

Signs and symptoms

A child may indicate by signs or behaviour that they are being bullied including cyber bullying .

Adults should be aware of possible signs such as a child who:

- is worried about going to and from school
- changes their usual routine
- is unwilling to go to school
- becomes withdrawn anxious
- is lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- school work begins to deteriorate
- has possessions which are damaged or " go missing"

- asks for money or starts stealing money
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a text/email/chat room message is received
- being upset or unsettled after using the internet or phone

Preventing bullying

If parents or carers discover that a child is being bullied they must share their worries with the classteacher or Headteachers. Staff will remind children regularly that if they feel they are being bullied, that they must tell their parents and teachers.

We prevent bullying in the following ways:

- Fostering an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognising that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).
- Openly discussing differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Recognising the potential for children with SEND to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Challenging practice and language (including 'banter' and 'pranks') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- Working with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Celebrating success and achievements to promote and build a positive school ethos.
- Providing a range of methods for children, staff and parents/carers to access support and report concerns- class teachers and LSAs available daily, year group emails, school website contact us page, SLT on the gates twice daily.
- Regularly updating and evaluating our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Taking appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools' attention, which involves or affects children, even when they are not on school premises; for example, when using school transport or online, etc.
- Implementing appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
- Using a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

- Encouraging safe and positive use of technology, especially mobile phones and social media. Children who have phones in school must hand them to the class teacher at the start of the day. Children with smart watches must not use them for recording, taking photos or communicating during the school day.
- Delivering a PSHE curriculum with a focus on anti-bullying and e-safety and how to seek help and support. Children will be taught to understanding their emotions and understand their rights. They will be taught how to recognise and respond to bullying through PHSE lessons.
- sharing on-line safety advice with parents via the Safer Schools app.
- providing regular e-safety updates about online trends to staff.
- TKAT ACE tutors developing trusting relationships with children which enables them to share their worries.
- delivering assemblies and workshops focussing on anti-bullying.
- helping children to develop strategies to solve conflicts constructively.
- staff being aware of and monitoring any relational conflict or allegations of bullying.

Responding to bullying allegations

If bullying is suspected or reported the victim will be:

- reassured and member of staff will make sure the child is not at risk of immediate harm
- listened to by the member of staff who has been approached or witnessed the concern and will be asked for a full account of the alleged incidents with, where possible, dates, time and location

Following all allegations of bullying, the SLT/Designated Safeguarding Lead (DSL) will interview all parties involved. The police will be informed if a criminal offence has been committed.

For a first allegation, a 'No Blame Approach' may be appropriate to use with the alleged perpetrator whereby the child is made aware that staff know what is happening and they are asked to support the child and help them to feel better about social situations.

Subsequent incidents are dealt with inline with the school Behaviour Policy.
📄 **Seymour Behaviour Policy 2023-2024**

- parents of both parties will be informed
- where the bullying takes place off the school site or outside of normal school hours(including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the school's Behaviour Policy
- incidents will be recorded on CPOMS in a consistent way to facilitate monitoring

Specific responses to cyberbullying:

When responding to cyberbullying concerns, the school will follow the procedures listed above as well as:

- encouraging the victim to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- taking all available steps to identify the person responsible.
- looking at school internet safety systems
- contacting the service provider and the police, if necessary.

- working with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
- requesting that the service provider removes content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
- requesting the deletion of locally-held content and content posted online if they contravene the school Behaviour Policy or Acceptable Use Policy.
- informing the police if a criminal offence has been committed.
- providing information to staff and children regarding steps they can take to protect themselves online.   This may include:
- advising those targeted not to retaliate or reply;
- providing advice on blocking or removing people from contact lists;
- helping those involved to think carefully about what private information they may have in the public domain.

Risk reduction measures

Children who are being bullied will be strategically protected. The alleged perpetrator will have a Pastoral and Behaviour Support Plan which will include a risk assessment to reduce the risk of further incidents and a clear response to any further bullying behaviours. If appropriate it will set out ways to reduce contact with the victim or reduce situations where bullying may occur.

Supporting children who have been bullied:

Children who have been bullied will be supported by:

- being advised to keep a record of incidents, date, time, place and what happened.
- teaching positive strategies and appropriately assertive skills- fogging techniques
- working towards restoring self-esteem and confidence.
- providing ongoing support. This may include: TKAT ACE Mentor, ELSA support, Thought-Full mental health support, working and speaking with staff, referral for counselling, 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 Designated Schools Team Family Support Worker, Enabling Families, Early Help or Children's Services, or support through the Community Mental Health Liaison Team (CMHLT).

Children who have perpetrated 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.
- receiving consequences in line with school Behaviour Policy, this may include official warnings, removal of privileges (including online access when encountering cyberbullying concerns).
- 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, Children Social Work Service, or the Community Mental Health Liaison Team (CMHLT).

- Children who bully will be given the chance to discuss their own problems with the class teacher, SENCO or the Head teachers.

Supporting adult victims of bullying

It is equally important to recognise that bullying of adults, including staff and parents, whether by children, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the headteachers.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off the school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.
- All bullying incidents and allegations will be recorded on CPOMS where the perpetrator is the parent of a pupil.
- Where the perpetrator is a member of school staff, the allegations will be recorded on CPOMS Staff Safe. This will include recording appropriate details regarding decisions and action taken.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the headteachers to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- 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.
- If necessary, other agencies may be consulted or involved, such as the LADO, police, if a criminal offence has been committed, or other local services including Early Help or Children's Services, if a child is felt to be at risk of significant harm.
- 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 fully investigated. If required, the DSL will collaborate with other schools.

Education and Training

The school community will:

- Train all staff, including: teaching staff, and support staff (e.g. 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.
- 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/student council, etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week
- Provide systematic opportunities to develop children' social and emotional skills, including building their resilience and self-esteem.

Involvement of children

We will:

- Involve children in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying.
- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure that all children know how to express worries and anxieties about bullying.
- Ensure that all children are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve children in anti-bullying campaigns in schools and embed messages in the wider school curriculum.
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to children who have been bullied and to those who are bullying to address the problems they have.

Involvement and liaison with parents and carers

We will:

- Take steps to involve parents and carers in developing 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 in a variety of formats, including via the school website.
- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- 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 children, 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 e.g. analysis of CPOMS reports to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The headteachers will be informed of bullying concerns, as appropriate.
- The named Governor for bullying will report 3 times a year to the governing body on incidents of bullying, including outcomes.

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
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practiceschools SEND
- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_- _module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-ofpractice-0-to-25 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 12 Theeducationpeople.org
- 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

- 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

A Guide for Schools:
www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Schools-Guide.pdf

- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobodycampaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying:
  www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-genderrelated/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.antibullyingalliance.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