



Anti-bullying Policy

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1. Introduction

Our Values

Respect underpins all our behaviours at Dovedale school.

Our school values are **REACH**

Respect

Enjoy

Achieve

Challenge

Health (healthy bodies and minds)

Bullying and unkindness, whether physical or emotional, are entirely unacceptable at Dovedale Primary School and will not be tolerated. Any issues relating to bullying are treated with great

seriousness, seeking ways to counter the effects of bullying that may occur within school or in the local community.

We expect pupils to act safely and feel safe in school and, more importantly, that they understand the issues relating to bullying and that they feel confident to seek support from school should they feel unsafe.

We want parents to feel confident that their children are safe and cared for in school and incidents, when they do arise, are dealt with promptly and appropriately.

The school is aware of its legal obligations and role within the local community supporting parents and working with other agencies outside the school where appropriate.

This document provides a framework for the creation of a happy, secure and friendly environment in which children can learn and develop as caring and responsible people and take this with them into adulthood. It is written for all members of the school community to allow each to understand the school's policy and apply it consistently and fairly.

2. Policy Development

This policy has been drawn up to reflect the needs of our community. We are committed to developing an anti-bullying culture whereby no bullying will be tolerated.

This policy links with a number of other school and ONE Academy Trust policies and practices including:

- Behaviour Policy
- Complaints Policy (including child-friendly version)
- Child Protection and Safeguarding Policy
- Curriculum Policies, such as PSHE and Computing
- Online Safety Policy (including child-friendly version)
- Health and Relationships Policy
- Child on Child Abuse policy

There are a number of 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):

- [The Equality Act 2010](#)
- [Computer Misuse Act 1990](#)
- [Human Rights Act 1998](#)
- [The Children Act 1989](#)
- [Protection from Harassment Act 1997](#)

- [The Education and Inspections Act 2006](#)
- [Keeping Children Safe in Education 2020](#)
- [The Malicious Communications Act 1988](#)
- [Public Order Act 1986](#)
- [DfE statutory guidance “Keeping Children Safe in Education” \(latest version\)](#)
- [Childnet’s “Cyberbullying: Understand, Prevent and Respond: Guidance for Schools”.](#)

This policy reflects legislation at the time when it was last reviewed. Any changes in legislation will take precedence over anything printed in the policy.

3. Roles and Responsibilities

We believe that a whole school Anti-bullying Policy can only be effective if there is a partnership between all the various groups associated with the day-to-day running of the Academy. This involves teachers, teaching assistants, mid-day supervisors, office staff, students, parents, governors and children all working towards the same objective – a safe, calm, respectful school environment where learning can take place.

The Headteacher **Sarah Houseman** has overall responsibility for the policy and its implementation and liaising with the ONE Academy Trust, Governing Body, Local Authority and outside agencies.

We have two deputy DSLs Louise Tomlinson and Joanne Martin who will oversee this policy in the event of the headteacher’s absence.

Anti-Bullying Coordinator is: **Sarah Houseman**

PSHE Subject Leaders are: **Zoe Nadin and Abbie Bestwick**

The nominated Governor with responsibility for Anti Bullying is: **Ellie Williscroft**

These details will be updated from time to time as required. If you have any queries, it is recommended that you check the school website for the latest information on roles and responsibilities.

Their Responsibilities:

- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice • Ensuring evaluation takes place and that it informs policy review.
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordination training for support staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour.

4. Policy Aims

At Dovedale Primary 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 wellbeing of our pupils.

5. Definition of Bullying

Bullying is “Behaviour by an individual or group usually repeated over time that intentionally hurts another individual either physically or emotionally”

[\(DfE 2017 Advice: Preventing and tackling bullying\)](#)

Bullying can include: name calling, taunting, mocking making offensive comments, kicking, hitting, and taking belongings, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours.

This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) This can include sending offensive, upsetting and inappropriate messages by phone, text, Instant Messenger, through gaming, websites and social media sites and apps, and sending offensive or degrading photos or videos

Bullying can be a form of peer on peer abuse and can be emotionally abusive, it can cause severe and adverse effects on children’s emotional development.

6. Types of Bullying

Emotional	Being unfriendly, the use of words to mock, shock, tease, or ostracise another person.
Physical	Pushing, kicking, hitting, punching or any use of violence
Sexual	Unwanted physical contact, inappropriate touching, sexually abusive comments or exposure to inappropriate films.
Verbal	Name calling, sarcasm, spreading rumours, teasing
Cyber	All areas of internet such as email and internet chat room misuse, mobile telephone threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities.
Indirect	Can include the exploitation of others

Forms of Bullying covered by this policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion, nationality or culture
- Bullying related to SEND (Special Educational Needs or Disability)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers, children in care or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying
- Bullying via technology, known as online or cyberbullying

7. School Ethos

The Dovedale Primary School community recognises that 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 helps to create a safe, disciplined environment, where pupils are able to learn and fulfil their potential.

Our school community will:

- Support staff to promote positive relationships, to help prevent bullying.
- Recognise that some members of our community may be more vulnerable to bullying and its impact than others; being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils 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.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Reports back to parents/carers regarding concerns on bullying, dealing promptly with complaints.
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from the Local Authority and other relevant organisations when appropriate.

8. Responding to Bullying

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

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

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.

The Headteacher/Designated Safeguarding Lead (DSL) or a Deputy will be informed of all bullying issues where there are safeguarding concerns.

The Headteacher (Designated Safeguarding Lead – DSL) or Deputy will interview all parties involved.

The school will inform other staff members, and parents/ carers, where appropriate.

Sanctions (as identified within the school Behaviour Policy) and support for individuals will be implemented, in consultation with all parties concerned.

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).

Where the bullying takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with the school's Behaviour Policy.

A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. (My Concern) This will include recording appropriate details regarding decisions and action taken

Cyberbullying

When responding to cyberbullying concerns, the school will:

Act as soon as an incident has been reported or identified providing appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.

The school will encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation and take all available steps where possible to identify the person responsible and determine if there are any others victims/witnesses.

The school will provide information to staff and pupils 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.

9. Supporting Pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous support.
- Offering an immediate opportunity to discuss the experience with their teacher, the DSL, or a member of staff of their choice.

- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support. This may include working and speaking with staff, offering formal 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 Early Help or Specialist Children's Services.

Pupils who have perpetrated the bullying (or have been bystanders to an incident) 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.
- Sanctioning, in line with school behaviour/discipline policy. This may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- 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, Specialist Children's Services.

At Dovedale Primary School we also recognise that bullying of staff and parents, whether by pupils, parents or other staff members is also unacceptable and any adult who has been affected by bullying or who has been the perpetrator will also be supported.

10. Preventing Bullying

The whole school community will create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all. We will recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).

Adults will openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. This can also include children with different family situations, such as looked after children or those with caring responsibilities.

All staff will challenge practice and language which does not uphold the values of tolerance, non- discrimination and respect towards others. 'Safe places' will be identified in school for vulnerable children and young people.

Pupils will be encouraged to use technology, especially mobile phones and social media positively and responsibly.

Dovedale Primary School will celebrate success and achievements to promote and build a positive school ethos.

11. Education and Training

All staff, including teaching staff, support staff and midday supervisors will be trained to identify all forms of bullying and how to take appropriate action following the school's policy and procedures (including the recording and reporting of incidents on My Concern).

The school will organise training for Anti Bullying Ambassadors and support them in their role within school. A range of opportunities and approaches for addressing bullying throughout the school year will be considered including the curriculum, displays, assemblies, peer support and special events (including support for National Anti-Bullying Week).

12. Involvement of pupils

Dovedale Primary School will:

- Involve pupils in decision making, to ensure that they understand the school's approach and are clear about the part they have to play to prevent bullying.
- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils 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 pupils who have been bullied and to those who are bullying in order to address the problems they have.

13. Involvement and liaison with parents and carers

Dovedale Primary School will:

- Take steps to involve parents and carers in develop policies and procedures, (usually through Parent Forum) 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.
- 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 pupils, 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.

14. Monitoring and Evaluation

Dovedale Primary School will ensure that they regularly monitor and evaluate the mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the safeguarding action plan and this will be reviewed at termly Safeguarding Meeting with the DSL and Deputies.

The named governor for Anti-Bullying will meet with the Anti-Bullying Coordinators to discuss incidents and outcomes at least twice a year and this will be reported to the Local Governing Body.

The effectiveness of the school Anti-Bullying Policy will be monitored and evaluated by the Anti-Bullying Coordinator and fed back to the Headteacher each term.

15. Review

This policy will be reviewed annually by the headteacher and the Local Governing Body.

Following the monitoring and evaluation processes set out in section 14, this policy will be revised as required to ensure that it is effective.

The policy will be revised by the Anti-Bullying Coordinators to introduce any changes in regulation and statutory guidance to ensure that it is always up to date.

16. Supporting organisations and guidance – useful links

Note: additional links can be found in:

- DfE: [Preventing and Tackling Bullying](#). Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” 2017

General:

- Anti-Bullying Alliance: <http://www.anti-bullyingalliance.org.uk/>
- Childline: <https://www.childline.org.uk/>
- DfE: “No health without mental health”:
<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

- Family Lives: <http://www.familylives.org.uk>
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: <https://www.bullyinginterventiongroup.org/>
- 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

SEND:

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>
- [Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:](#)

Cyberbullying:

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- 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 Internet Safety \(UKCIS\)](#)

Race, religion and nationality:

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Racism the Red Card: <https://www.theredcard.org/educational>
- Tell Mama: <https://tellmamauk.org/>

Hate:

- Stop Hate: <https://www.stophateuk.org/>
- Educate against Hate: <https://www.educateagainsthate.com/>

LGBT

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk
- Barnardos: <https://www.barnardos.org.uk/what-we-do/supporting-young-people/lgbtq>
- Metro Charity: <https://metrocharity.org.uk/>
- Proud Trust: <https://www.theproudtrust.org/>
- Stonewall: <https://www.stonewall.org.uk>

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW): <https://www.endviolenceagainstwomen.org.uk/>
- Ending Violence Against Women and Girls (EVAW): [Guides for Schools](#)
- Disrespect Nobody Campaign: <https://www.gov.uk/government/collections/disrespect-nobody-campaign>
- Anti-bullying Alliance: [advice for school staff and professionals about developing effective antibullying practice in relation to sexual bullying](#)