



Anti-Bullying Policy

Policy Creation & Review	
Author(s)	Sue Ferguson/Julie Baker with support from the charity Kidscape & JGB
Last review date	December 2017 <small>(reflecting new legislation & emerging national bullying trends. British Values also referenced)</small>
Ratified by Governing Body	February 2018
Previous Review Date(s)	November 2014 November 2015 June 2012
Next Review Date	February 2021

Introduction

Ellen Wilkinson Primary School has an Anti-Bullying policy to meet Department of Education requirements contained in "Safe to Learn", also to comply with the Human Rights Act 1998. The "Safe to Learn" package of guidance (published in September 2007) includes specialist advice on **cyber bullying, homophobic bullying and bullying involving students with SEND and disabilities**. This is in addition to the existing guidance on **tackling bullying related to race, religion and culture** which was issued in 2006.

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also takes into account the DfE statutory guidance "Keeping Children Safe in Education" 2016. The school has read Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

Links to legislation

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 Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- The Education (Independent School Standards) Regulations 2014 (*if appropriate*)
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

Objectives of this Policy

- To be proactive in the prevention of bullying in accordance with the Equalities Act 2010
- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is and know what the school policy is on bullying
- To make pupils, parents/carers and staff aware of what steps take place when an incident of bullying has occurred.
- To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.
- To clarify the extent of the problem and ensure that the school allocates a proportionate amount of time and energy to bringing it under control.
- To record accurately all incidents of bullying and to monitor the effectiveness of strategies for bringing it under control.
- To address with bullies their problematic behaviour in a fair and firm, non-oppressive manner, and to provide them with support to enable them to change their behaviour
- Bullying will not be tolerated towards any member of the school community be they adult or child
- To promote British Values of mutual respect and tolerance

Statement of Intent

The purpose of this policy is to provide an environment free from humiliation, oppression and abuse.

At Ellen Wilkinson we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Only then will all members of the community be able to achieve their maximum potential.

Bullying of any kind is unacceptable at our school. Ellen Wilkinson Primary will not tolerate bullying between any members of its community be they staff, pupils or the wider community. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school, which means if bullying does occur, **anyone** who knows that bullying is happening is expected to tell a member of school staff and know that incidents will be dealt with promptly and effectively. Bystanders have a responsibility to tell an adult in school if they are concerned that bullying is occurring. Any concerns in relation to bullying between staff should be reported immediately to senior leadership.

Where bullying exists the targets must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

What is bullying?

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or through cyberspace, and comes in many different forms:

To clarify, bullying can be:

Verbal: Name calling, persistent teasing, mocking, taunting and threats.

Physical: Any form of physical violence, intimidating behaviour, theft or the intentional damage of possessions. This includes hitting, kicking and pushing.

Emotional: Excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.

Cyber: *Cyber bullying* is the misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation.

Children and young people are most commonly bullied because of a real or perceived 'difference'. This difference can be anything, but in our experience bullying is often:

Racist: Bullying based on ethnicity, skin colour, language, religious or cultural practices

**Homophobic/
Transphobic/
Biphobic (HBT)** HBT bullying is bullying directed at someone who is or is perceived to be lesbian, gay, bisexual or trans (LGBT)

Sexual: Unwelcome sexual advances or remarks that are intended to cause offence, humiliation or intimidation. This could include pressure to send images of a private nature and/or use terminology in this context.

Disabilist: The bullying of children who have SEND (Special Educational Needs or Disabilities).

Discriminative: Bullying based on any perceived weakness such as children in fostering or care homes, young carers, those with disabled siblings or parents, single parent families, low economic background.

Faith & Religious: Bullying based on and not limited to having a different religion to others, taking part in traditions that others don't and wearing religious items or clothing.

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

What is NOT bullying?

One-off incidents: Bullying is persistent and repetitive, and generally fits a pattern of behaviour. However, there will be occasions when a one-off incident is so significant that it causes long term effects, and is therefore categorised as bullying. One example may be extreme public humiliation that deters someone from engaging in discussions or social events.

Mutual conflict: A disagreement, argument or fight in which both parties have equally participated and where there is no imbalance of power.

The school works hard to ensure that all pupils know the difference between bullying and simply 'falling out'. Friendship fallouts occur at times and occasionally there will be conflict between pupils. Bullying occurs when there is an imbalance of power.

Scope

The school is legally responsible for incidents of bullying which occur on school premises and/or during the course of the school day, i.e. school trips, after school club, school journeys etc.

In accordance with the Positive Behaviour Policy the school is also concerned about pupils conduct and welfare outside school; which may include, but is not necessarily limited to travelling to and from school, incidents where children are identified as a member of the school community, i.e. wearing school uniform and/or incidents of cyber bullying.

If there are more general concerns about pupils' safety outside school then the local police may be contacted and their help sought in making the area around the school premises more secure.

If information is received that a student is being bullied by a sibling outside school this will initially be discussed with the parents. If concerns persist then the matter may be referred to children's Social Care and their help sought in resolving the issue

If pupils are being bullied by pupils of another school the Head of that school will be contacted in order to ensure the matter is resolved in both locations.

If there are concerns that bullying may also be involving peer on peer abuse action will be taken in accordance with our safeguarding policy.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child shows any of the following:

- Changes their usual routine;
- Feels ill in the morning;
- Is frightened of walking to or from school;
- Doesn't want to go on the school / public bus;
- Begs to be driven to school;
- Is unwilling to go to school (school phobic);
- Begins to truant;
- Becomes withdrawn anxious, or lacking in confidence;
- Starts stammering;

- Finds themselves to sleep at night or has nightmares;
- Comes home with clothes torn or books damaged;
- Has possessions which are damaged or "go missing";
- Asks for money or starts stealing money (to pay bully);
- Has dinner or other monies continually "lost";
- Comes home hungry (money / lunch has been stolen);
- 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;
- Has unexplained cuts or bruises;
- Attempts or threatens to harm themselves or run away.

Due to the enhancement of computerised technology, **Cyber Bullying** has increased significantly in recent years. Cyber bullying is the use of ICT (usually a mobile phone and or the internet) to abuse another person. It may take place anywhere, e.g. at home, in school, at the library etc., and involve many people. Anybody can be targeted including pupils and school staff. It can include threats and intimidation, harassment, cyber-stalking, criticism, insults, exclusion, peer rejection, impersonation, unauthorised publication of private information or images etc.

The following may indicate that a child is being bullied through the use of computerised technology:

- Child is afraid to use the internet or mobile phone;
- Child is nervous & jumpy when a cyber-message is received.

All of the signs and behaviours above could indicate other problems, but bullying should be considered a possibility and should be investigated

Why do people bully?

Although it is not fair, people usually bully others because they feel bad about themselves. Their aggression is often an attempt to hide their own unhappiness. Most commonly people who bully feel:

- Rejected by somebody;
- Jealous about other people's talents and abilities;
- Different or inadequate;
- Overcome by stress or pressure.

Their behaviour can also be an indication of more serious problems. For example they may:

- Be being bullied themselves, either by another pupil or even a family member;
- Not have any positive role models to teach them right from wrong;
- Be exposed to others who see violence in a positive way;
- Be punished very unfairly at home.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a target of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Who can you tell?

Children can report bullying to any adult within the school, who have the responsibility to report this on (please see the Anti-bullying Charter attached). In addition the Learning Mentors are available to 'Chill and Chat' at lunchtimes.

On some occasions children may feel more comfortable talking to their parents/carers, who then need to contact the school so the issue can be resolved.

Adults in our school should talk to their Line Manager or the Headteacher if they feel they are the target of bullying or harassment.

Who has responsibility?

At EWPS we believe it is everyone's responsibility to help stop bullying. Our Anti-Bullying Charter sets out clearly the responsibilities of the school community, including, pupils, parents, school staff, senior staff and the governing body (please see the Anti-bullying Charter attached)

Parental Involvement

The school recognises the important part parents/carers play in supporting their children and promoting change. The school welcomes the active involvement of parents (of both the targeted child and child who is the alleged perpetrator) in bringing this problem under control. Parents/carers will be kept informed of any concerns the school has about their children in relation to this issue.

Parents are expected to support the school regarding sanctions for the alleged perpetrator, including any suggested actions for helping them to change their behaviour.

Actions to tackle bullying

As part of our ongoing commitment to the safety and welfare of our pupils we promote positive behaviour and discourage bullying behaviour by:

- Celebrating good behaviour and achievements using the school rules/class rules, PSICHE/Citizenship lessons, assemblies, modelling behaviour and attitudes, circle time, and using cross curriculum opportunities, i.e E-safety lessons
- To ensure the profile is kept consistently high, we take part in the national Anti-Bullying Week annually in November
- Anti-bullying is discussed in School Council annually; and a pupil questionnaire is created
- Providing specific curriculum input on areas of concern such as cyberbullying and Internet Safety.
- Providing support for Parents and Carers
- Providing support for all School Staff
- Ensuring that staff training and development is provided for all staff comprising those involved in before and after school activities; including staff CPD which will assist in learning about current technologies
- In implementing our Anti-Bullying Charter – Pupils, Parents, Headteacher (*on behalf of the staff*) and Chair of Governors (*on behalf of the Governing Body*) at Ellen Wilkinson signs the Charter and will be expected to act in accordance with it. As a school community we are powerful if we act together. We recognise that awareness needs to be regularly raised and use national campaign weeks, assembly time, and PSICHE lessons and lessons from

Kidscape to seize every opportunity to remind pupils of their responsibilities as part of our community.

Prevention is better than cure so at Ellen Wilkinson we aim to be vigilant for signs of bullying and always take reports of incidents seriously. Ellen Wilkinson seeks best practice from other agencies to support its work on promoting equality and celebrating diversity to ensure all children in our care are happy and feel safe in our school.

How the School Responds to Specific Allegations of Bullying

In accordance with our Anti-Bullying Charter children are encouraged and made aware of those who can help if they are worried about bullying, this includes an anti-bullying leaflet created by the School Council and recently updated by the Junior Governing Body. Once a member of staff is made aware of the allegation a member of the Safeguarding Team (please see our Safeguarding Policy for details) will investigate the matter further. The following steps are then followed:

- Report bullying incidents to a member of the Safeguarding Team. A member of the LT will take the lead. Julie Baker or Dwight Hart, our Learning Mentors will also be informed. Pupils and parents will be urged to report all incidents of cyber bullying to the school;
- Staff, pupils, parents and governors to be made aware of issues surrounding cyber bullying;
- Discuss situation with targeted child;
- Seek clarification on any issues raised, including talking to other children or staff if appropriate;
- Discuss with the child who is the alleged perpetrator;
- Seek further clarification on any issues raised, including talking to other children and staff;
- Contact parents of those involved;
- Resolution is then sought with both pupils using these methods and monitoring procedures are put in place;
- Any reported incidents of bullying will be recorded on a 'Bullying Incident Form' and will be followed up after it has been initially resolved to ensure that the situation has been permanently resolved;
- If necessary and appropriate, police will be consulted.

Please note: If a resolution cannot be found or further acts of bullying take place then additional disciplinary sanctions may be needed in accordance with the schools Positive Behaviour Policy

As a result of the discussion clear expectations are laid down as to:

- Support for both the target and alleged perpetrator, e.g. circle of friends, individual work with pupils, social skills groups (to develop and raise self-esteem) and referral to outside agencies if appropriate;
- Where the alleged perpetrator should be at specific times of the day;
- Who they should report to, and when;
- Who they should keep away from;
- What are the arrangements for playtime, lunchtimes, beginning and ending of the school day.

Please note: Individual circumstance will determine the precise arrangements to be made.

Outcomes

- The alleged perpetrators may be asked to genuinely apologise once they have understood how their bullying has hurt others. Sanctions will be tailored to the age and circumstances according to the child; sanctions may be kept confidential.
- In serious cases, fixed term or even permanent exclusion will be considered by the Leadership Team and the Governors.
- Reconciliation will take place amongst pupils if possible.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Monitoring/Evaluation

The Head teacher has overall responsibility for ensuring that this policy is implemented. She will liaise with the Governing Body, Parents and Carers, Newham Council and outside agencies as and when required.

The Senior Leadership Team is responsible for monitoring incidents of bullying, and reporting to the Parents & Anti-Bullying Governor. Senior staff and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any ongoing concerns. These will be shared with staff, parents/carers and pupils.

The Safeguarding Team, which include members of the LT have responsibility for investigating and reporting all allegations of bullying and report these at the ECM meetings that take place every half term.

At Ellen Wilkinson we believe it is essential to constantly review this policy to ensure that we are in a position to strengthen our approach to this issue

This policy cannot stand alone. It has links with:

- The PSCHE Policy
- The Positive Behaviour Policy – Rewards and Sanctions
- Early Help, Safeguarding & Child Protection Policy
- Equalities Policy – Prejudice related crime (homophobia, race, religion and culture and SEN/Disability)
- Confidentiality Policy – Reporting and recording
- E-Safety Policy – **which outlines the schools response, reporting procedure and how the school educates students about cyber bullying and how the school keeps up to date with the technologies used by pupils both within and outside of school**

This Policy is displayed in the PPA room next to the staffroom and is available on the school website. Staff are provided with advice and training in how to recognise and deal with bullying at Ellen Wilkinson Primary School

This policy is seen as an integral part of our Early Help, Safeguarding & Child Protection Policy

The nominated Governor with the responsibility for Anti-Bullying is: Marie Christie

This policy was originally written with support from Kidscape; its revision has been checked and approved by the Leadership Team, Junior Governing Body, Governors and Parent Representatives.

Sources of further information support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Name of Organisation	Telephone/Email	Website
Act Against Bullying	info@actagainstbullying.org	www.actagainstbullying.com
Advisory Centre for Education	0300 0115 142	www.ace.ed.org.uk
Anti-bully		www.antibully.org.uk
Anti-Bullying Alliance (ABA)	aba@ncb.org.uk	www.anti-bullyingalliance.org.uk
Anti-Bullying Network	info@antibullying.net	www.antibullying.net
Beatbullying	Not available	www.beatbullying.org.uk
Bully Free Zone	Not available	www.bullyfreezone.co.uk
Bullying Online	0808 800 2222	www.bullying.co.uk
BBC	Not available	www.bbc.co.uk
Childline	0800 1111 (helpline for children)	www.childline.org.uk
Kidscape	0207 730 3300 (general enquiries) 020 7823 5430 (helpline for adults only)	www.kidscape.org.uk
NSPCC	0808 800 5000 (helpline) 0800 1111 (18 or under)	www.nspcc.org.uk
Parentline Plus	0808 800 2222	www.parentlineplus.org.uk
The Children's Legal Centre	020 7713 0089 (general enquiries)	www.childrenslegalcentre.com