



ANTI-BULLYING POLICY

Garlinge Primary School and Nursery is a Rights Respecting School. As part of our commitment to the UN Convention on the Rights of a Child, please find below the Articles linked to this policy. Details of the articles can be found on the school website:

RRSA Articles Linked to this Policy: 2, 3, 4, 12, 14, 15, 19, 37 and 39

This policy is based on DfE guidance as follows:

- *Preventing and Tackling Bullying (Advice for headteachers, staff and governing bodies), July 2017*
- *Cyberbullying: Advice for headteachers and school staff, November 2014*
- *Advice for parents and carers on cyberbullying, November 2014*

1) The reason for this Policy

This policy shows what everyone in Garlinge Primary School and Nursery will do to prevent and tackle all forms of bullying. The whole school community has been involved in making this policy and we are committed to developing an anti-bullying culture where no bullying of adults, children or young people will be tolerated. All teaching and non-teaching staff, pupils and parents should know what bullying is and how to report it. As a school we take bullying seriously. Pupils and parents will be supported when bullying is reported.

2) What is bullying?

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017)

Bullying can include name calling, teasing, making rude comments including homophobic name calling, kicking, spitting, hitting, taking belongings, nasty text messaging and electronic messaging (including through web-sites, social networking sites and Instant Messenger) sending unpleasant images by phone or via the internet, producing graffiti about someone, gossiping, leaving people out from groups and spreading hurtful and untruthful rumours.

Not all unpleasantness between pupils is bullying. Sometimes children can be mean to each other or break friendship groups, this is not bullying unless it happens repeatedly by the same person.

3) Types of Bullying

Bullying can happen to anyone, it is not acceptable to bully anyone for any reason. This policy covers all types of bullying such as:

- Bullying related to race, religion or culture and beliefs
- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to relationships
- Bullying of young carers and looked after children
- Bullying related to gender
- Cyber-bullying
- Other prejudice based bullying not identified above

4) Identifying, stopping and responding to Bullying

The Headteacher, PSHCE Leader and Family Liaison Officer (FLO) are in charge of finding and stopping bullying in our school.

As a school community:

- Class teachers are there to listen and will help to solve any bullying as quickly as possible.
- Any serious bullying will be written down and sometimes people outside of the school to help stop the bullying.
- Some lessons will teach how to stand up to bullying and show ways to avoid being a bully or a victim.
- To help raise awareness of bullying there are PSHCE lessons, posters, displays, groups and activities run at play and lunch times, a School Council, school website, trained staff, learning mentors and safe spaces which all children can use.
- Each year we celebrate Anti-Bullying Week as a whole school, promoting a culture of mutual respect consideration and care for others.
- We actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- We provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- We consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support and the school/student council.
- We regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- We train all staff including teaching staff, support staff and pastoral staff (including administration staff, lunchtime support staff and site support staff) to identify all forms of bullying and follow school policy and procedures (including recording and reporting incidents).
- We take appropriate, proportionate and reasonable action, in line with existing school policy, for any bullying brought to the schools attention which involves or effects pupils even when they are not on school premises, for example when using school transport or online etc.
- We actively create "safe spaces" for vulnerable children and young people.
- We use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- We work with other agencies and the wider school community to prevent and tackle concerns.

5) Involvement of pupils

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying through our School Council.
- 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 embedded messages in the wider school curriculum.
- Publicise the details of help lines and websites on our school website.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

6) Liaison with parents and carers

We will:

- Make sure that key information (including policies and named points of contact) about bullying is available to parents/carers in a variety of formats.
- Ensure that all parents/carers know who to contact if they are worried about bullying.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively to raise concerns in an appropriate manner.
- Ensure all parents/carers know where to access independent advice about bullying.
- 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.

7) Responsibilities

It is the responsibility of:

- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, the Senior Leadership Team, teaching and non-teaching staff to be aware of this policy and implement it accordingly.
- Staff to support and uphold the policy.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

8) Other Policies

This policy should be referred to and used in conjunction with the following policies of the school:

- Accessibility Plan;
- Positive Behaviour Policy;
- Safeguarding Policy;
- SEND Information Report and
- Single Equalities Policy

9) Reviewing the policy

This policy will be reviewed at least every 3 years using pupil ideas about how to stop bullying.

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” November 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”: <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- 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

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

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>

Racism and Hate

- 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
- Educate against Hate: www.educateagainsthate.com/
- Show Racism the Red Card: www.srtrc.org/educational