



# Princes Primary School

## Anti-Bullying Policy

March 2022

This policy refers to and should be read in conjunction with:

- Positive behaviour support Policy
- PSHE/PSED Policy
- Safeguarding and child protection Policy
- Whistleblowing Policy
- Complaints Procedure
- Single Equality Policy & Equality Statement
- Keeping Children Safe in Education (DFE)

**At Princes Our aim is to provide exciting opportunities for children to learn in a safe and happy school setting. We believe that all learners have a right to be healthy, safe, happy, successful and valued.**

**As an SLD school we feel that it its key to consider the cognition of our pupils based on the developmental milestones outlined in the Early years framework when identifying incidents of bullying. In order for any behaviours of concern to fall under the definition of bullying given by the DFE which details 'that incidents must be frequent, with the intent of physical and emotional harm, a child must be functioning cognitively above the age of 36 months. The vast majority of pupils at Princes will be working below this milestone therefore cases of bullying may be isolated in comparison to other settings. All stakeholders should consider this when logging and supporting incidents involving bullying.**

### **POLICY OBJECTIVES**

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

### **RESPONSIBILITIES**

It is the responsibility of:

**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.

**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.

**Pupils** to abide by the policy.

## **DEFINITION OF BULLYING**

- Bullying can be defined as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)
- Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings, gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying is recognised by the school as being a form of peer-on-peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children’s emotional development.

## **SCHOOL ETHOS**

Princes 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.

By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

## **OUR COMMUNITY**

- Monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships to help prevent bullying.
- 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.
- 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 antibullying policy.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- 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.
- Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy
- Seeks to learn from good anti-bullying practice elsewhere.

## **REPORTING BULLYING**

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils.

In our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

### **Pupils are encouraged to report bullying to:**

- A trusted adult or their class teacher/TA.
- In classes that it is appropriate children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.
- Semi formal learners have a daily emotional check in system using zones of regulation to identify and recognise any concerns early on.
- Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher. Teachers liaise daily with parents via our class dojo app ensuring regular check ins regarding each pupils' wellbeing.
- When pupils report their concerns our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

**Staff** are to log and report any bullying incidents immediately using our IRIS behaviour record system and immediately informing a member of SLT.

## **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 DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.
- 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.
- Relevant support will be put in place considering the child's Blank level of understanding eg use of emotional literacy or social stories only if appropriate.
- 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 of or by pupils 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.

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.

## **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):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- The Education (Independent School Standards) Regulations 2015 (if appropriate)
- Protection from Harassment Act 1997