



Anti – Bullying Policy

Approved by:
B.Suddhi

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Signed by:

Headteacher

Date: July 2025

Chair of governors

Date: July 2025

The school has a 'duty of care' towards its pupils with regards to bullying in that the Head Teacher and staff stand in 'loco parentis' (in place of the parents). This duty of care includes protecting pupils from harm and bullying.

1. a) The National and Legal Context

This policy takes full account of the school's legal obligations under the Education Inspections Act of 2006 to: -

- Promote the well being of pupils in the school.
- Develop a policy which encourages good behaviour and respect for others on the part of pupils and, in particular preventing all forms of bullying amongst pupils.
- Establish procedures for dealing with complaints about bullying.

This policy links to the Every Child Matters Outcomes of Stay Safe, Be Healthy and Make a Positive Contribution. It also links with the National Healthy Schools Programme theme of Emotional Health and Well Being, safeguarding children's procedures and the current DCSF anti-bullying guidance, Safe To Learn.

1. b) How this Policy Was Developed

This policy was developed through discussion with staff and governors.

2. a) Definition of Bullying

Bullying can be defined in a number of ways. We follow the DCSF Safe to Learn (2007) guidance which defines bullying as:

"Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally".

Bullying can be direct or indirect and includes:-

- **Verbal Bullying** – Name calling, taunting, mocking, making offensive comments and teasing.
- **Physical Bullying** – Kicking, hitting, punching, pushing and pinching.
- **Emotional Bullying** – Producing offensive graffiti, excluding people from groups, spreading hurtful and untrue rumours, being forced to do things against own will and taking belongings or money.
- **Cyber Bullying** – Offensive text messages and e-mailing and sending degrading images by phone or the internet.

Bullying can take place between pupils, between pupils and staff; or between staff; by individuals or groups ; face to face, indirectly or using a range of cyber bullying methods. It can happen in isolation or quite often in the presence of others.

People who are victims of bullying frequently, but not exclusively, are bullied as a result of:

- Race, religion, culture.
- Special educational needs or disability.
- Appearance or health conditions.
- Sexual orientation.
- Gender.
- Home circumstances including looked – after – children and young carers

b) Inclusion

Every member of the school community is entitled to expect quality of protection from bullying as well as protection and support from school policies and procedures designed to ensure that the school remains a safe environment in which to teach and learn. Our school policy has given careful consideration to the six equality strands, race, ethnicity, gender, age, religion, disability and sexuality (REGARDS). This is to ensure that anti-bullying provision is provided in a sensitive and non judgemental way that will enable all young people, staff and the wider school community to feel valued and included in effective policy and practices. In order to achieve this we have included as wide a cross section of the school community as possible in the consultation leading to the agreement of this school policy and we have tried to incorporate the specific needs of particular groups (e.g. LAC) in this process.

3. School Statement of Intent (*with regard to its position on bullying*)

This school believes that:

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of the school community will be listened to and taken seriously.
- Bullying prevents pupils achieving to their full potential and affects standards of achievement and aspirations.
- Everyone has the right to work and learn in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Young people should be encouraged to seek support in school if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.
- School has a set of forms to complete if bullying has occurred. This ensures any bullying is recorded.

4. Aims of the Policy

- To assist in creating an ethos in which attending school is a positive experience for all members of the school community.

- To make it clear that all forms of bullying are unacceptable at school.
- To enable everyone to feel safe while at school and encourage pupils to report incidences of bullying.
- To deal effectively with bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change.
- To liaise with pupils, parents and other appropriate members of the school community.
- To ensure all members of the school community feel responsible for combating bullying.
- To ensure consistency in practice within the school community.

5. Intended Outcomes

- That all parents and pupils have received and had opportunity to comment upon the school anti-bullying policy.
- That there are effective listening systems for pupils and staff within the school.
- That parents have a point of contact for the anti-bullying lead in school if they are concerned about their child.
- That all staff have the necessary skills and confidence to deal with incidents of bullying effectively and promptly.
- That no child or young persons' educational opportunities and achievement is disadvantaged due to the experience of bullying.
- That all staff are equipped with the skills necessary to deal with bullying.
- That the wider school community (e.g. midday supervisors) is involved in dealing effectively with, reporting, recording, monitoring and if necessary referring bullying incidents.
- That there is effective communication with parents and the wider school community on the subject of bullying through newsletters, parents meetings and Healthy Schools Road shows.
- That all incidents of bullying are recorded and appropriate use is made of the information and where appropriate shared with relevant organisations.

6. Specific School Targets

Our school targets are as follows:

- All staff to monitor playtimes and lunchtimes more closely.
- To hold an Anti – Bullying week for children and parents in line with national initiatives.

7. Recording of Incidents

From September 2009 it is a legal requirement for schools to record all incidents of bullying. To meet this requirement we:

- Keep a record of individual incidents of bullying with the head teacher.

- Ensure that an annual analysis of the bullying record is undertaken by the school including members of the senior leadership team and the governing body.

We take the view that everyone has a responsibility to report incidents of bullying or to share their concerns with a member of the school community. At this school we follow the school guide to reporting and dealing with bullying incidents.

Guidance for parents/carers

If your child has been bullied:

- Calmly talk with your child about his/her experiences.
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened.
- Reassure your child that he/she has done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur he/she should report them to an adult in school immediately.
- Make an appointment to see your child's class teacher and the head teacher.
- Explain to the teacher the problems your child is experiencing.

When talking with members of staff about bullying:

- Try to stay calm and bear in mind that the staff member may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with the school and let them know if things improve as well as if problems continue.

If you are not satisfied:

- Discuss your concerns with the head teacher through a scheduled meeting.
- Make an appointment to discuss the matter with the Head Teacher and keep a record of this meeting.
- If this does not help write to the Chair of Governors explaining your concerns and what you would like to see happening.
- If you require any further report then please contact the Local Authority.

If your child is displaying bullying behaviour towards others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy.
- Discourage other members of the family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/she can join in with other children without bullying.
- Make an appointment to see your child's class teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/her bullying others.
- Regularly check with children how things are going at school.

- Give your child lots of praise and encouragement when he/she is co-operative or kind to other people.

If your child is experiencing any form of cyber bullying:

- Ensure your child is careful whom they give their mobile phone number and e-mail address to.
- Check exactly when a threatening message was sent and keep evidence of offending e-mails, text messages or online conversations. DO NOT delete messages.
- If the bullying involves a pupil from school contact the school to report this.
- Contact the service provider to report the incidents.
- If the cyber bullying is serious and a potential criminal offence has been committed, you should consider contacting the police.

Further support and advice is available for parents through the anti-bullying leaflets at

www.derby.gov.uk/primarypshe or www.derby.gov.uk/secondarypshe

a) Guidance for adults experiencing bullying

The responses may be broadly similar or vary greatly to the response chart if it is an adult being bullied. If you are experiencing bullying as an adult:

- Seek advice and information from your union.
- Share your concerns with a trusted colleague.
- Make a record of all incidents and date them.
- If you feel your situation is not being resolved then you should follow the school's formal procedures as adopted by the governing body.

b) Sanctions

It is important for all schools to be open and transparent in the sanctions used for bullying incidents. This school has set procedures to follow in implementing sanctions where a bullying incident has occurred. These sanctions are applied in appropriate proportion to the event. In the event of all other avenues being exhausted, or in particularly serious cases this may lead to exclusion.

The revised DCSF Revised Guidance of September 2007, Improving Behaviour and Attendance: Guidance on Exclusion from Schools and Pupil Referrals Units, (Section 17) states:

“In cases where a Head Teacher has permanently excluded a pupil for persistent and defiant behaviour (which would include racist or homophobic bullying)...the Secretary of State would not normally expect the governors' Discipline Committee or an Independent Appeal Panel to reinstate the pupil.”

However, governors would need to examine the evidence that a wide range of strategies had been tried and failed to affect a positive change in the bullying behaviour.

8. Strategies to Reduce Bullying

The school has adopted a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and those displaying bullying behaviour including:

- The support group approach/No blame approach.
- Peer mediation.
- PSHE programme.
- Anti-bullying week.
- Social and Emotional Aspects of Learning
- Training for all members of staff on anti-bullying policy and strategy.

9. Confidentiality

School staff cannot promise absolute confidentiality if approached by a pupil for help. Staff must make this clear to pupils. Safe Guarding procedures must be followed when any disclosures are made. It is very rare for a pupil to request absolute confidentiality. If they do, in situations other than those involving a child protection issues, staff must make a careful judgement whether or not a third party needs to be informed. This judgement will be based upon:

- The seriousness of the situation and the degree of harm that the pupil may be experiencing.
- The pupil's age, maturity and competence to make their own decisions.

Where it is clear that a pupil would benefit from the involvement of a third party, staff should seek consent of the pupil to do so. If appropriate, staff might inform the third party together with the pupil. Unless clearly inappropriate, pupils will always be encouraged to talk to their parent/carer.

An underlying principle in supporting pupils in our school is that all children are listened to sensitively and objectively and all incidents of bullying will be taken seriously.

Although the school cannot guarantee confidentiality pupils will be informed of national and local help lines, if appropriate, where confidentiality can be maintained.

For further information please refer to the schools safeguarding policy.

10. Monitoring Arrangements

This policy will be evaluated and updated where necessary bi-annually by the whole school. The views of pupils, parents and staff will be used to make changes and improvements to the policy on an ongoing basis.

The senior leadership team and the governors will, on an annual basis, analyse the school's anti-bullying data, identifying trends and evaluate the effectiveness of anti-bullying strategies.