

Purbrook Park School

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Anti-bullying Policy

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Review date: June 2022

This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also considers the DfE statutory guidance “Keeping Children Safe in Education” 2019 and ‘Sexual violence and sexual harassment between children in schools and colleges’ guidance. Purbrook Park School has read Childnet’s “Cyberbullying: Understand, Prevent and Respond: Guidance for Schools”.

www.gov.uk/government/publications/approaches-to-preventing-and-tackling-bullying

Policy objectives:

- This policy outlines what Purbrook Park School will do to prevent and tackle all forms of bullying.
- The policy has been adopted with the involvement of the whole school community.
- Purbrook Park School is committed to developing an anti-bullying culture where the bullying of children, young people or adults, is not tolerated in any form.

Links with other school policies

This policy links with several school policies, practices and action plans including:

- Behaviour policy
- Complaints policy
- Child protection policy
- School Privacy Notice
- Online safety and Acceptable Use Policies (AUP)
- Curriculum policies, such as: SRE, PSHE, citizenship and computing

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
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988 o Public Order Act 1986

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 are to take a lead role in monitoring and reviewing this policy. All staff, including governors, senior leadership, teaching and non-teaching staff are to support, uphold and implement this policy accordingly. Parents are to support their children and work in partnership with the school. Pupils are 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, producing offensive graffiti, 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.

Forms and types of bullying covered by this policy

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

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
 - Bullying related to race, religion, faith and belief and for those without faith
 - Bullying related to ethnicity, nationality or culture
 - Bullying related to Special Educational Needs or Disability (SEND)

- Bullying related to sexual orientation (homophobic/biphobic bullying)
- Gender based bullying, including transphobic bullying
- Bullying against teenage parents (pregnancy and maternity under the Equality Act)

School ethos

Purbrook Park School 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. We monitor and review our anti-bullying policy and practice on a regular basis. We support staff to promote positive relationships to help prevent bullying. We recognise 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.

Purbrook Park School will intervene by identifying and tackling bullying behaviour appropriately and promptly, ensuring our pupils are aware that any bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the antibullying policy. Purbrook Park School requires all members of the community to work with the school to uphold the anti-bullying policy. We recognise the potential impact of bullying on the wider family of those affected so will work in partnership with parents regarding all reported bullying concerns and will seek to keep them informed at all stages. We will deal promptly with grievances regarding the school response to bullying in line with our complaints policy.

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. House Leaders will interview all parties involved. 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, and ensure that parents are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.

Sanctions, as identified within the school behaviour policy, and support, 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. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy. 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.

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide 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.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
 - Looking at use of the school systems;
 - Identifying and interviewing possible witnesses;
 - Contacting the service provider and the police, if necessary.
 - Working with individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.
 - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy.
 - Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
 - Ensuring that sanctions are applied to the person responsible for the cyberbullying; while the school's priority is always the safety of the target of any bullying, the school will also take steps, if appropriate, to change the attitude and behaviour of the bully.
 - Informing the police if a criminal offence has been committed.
 - Providing information to staff and pupils regarding steps they can take to protect themselves online.
 - 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.

Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous pastoral support.
- Offering an immediate opportunity to discuss the experience with their House Leader or Tutor, the designated safeguarding lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to 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.
- 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 Children Social Work Service, or support through the Children and Young People's Mental Health Service (CAMHS).
- Where appropriate, a restorative justice approach will be taken.

Pupils who have perpetrated bullying will be helped by:

- Sanctioning, in line with school behaviour policy; this may include official warnings, detentions, removal of privileges (including removal of 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, Children Social Work Service, or the Children and Young People's Mental Health Service (CAMHS).
- Discussing what happened, establishing the concern and the need to change.
- Informing parents to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, insisting that content be removed and reporting accounts/content to the relevant service provider.
- Where appropriate, a restorative justice approach will be taken.

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable. Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the headteacher.

- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

- Instigating disciplinary, civil or legal action as appropriate or required.
- Discussing what happened with a senior member of staff and/or the headteacher.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.

Preventing bullying Environment

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 recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).

We recognise the potential for children with SEN and disabilities to be disproportionately impacted by bullying, and will implement additional pastoral support as required. We will openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.

Purbrook Park School will challenge practice and language, including inappropriate language that some refer to as 'banter', which does not uphold the school values of tolerance, non-discrimination and respect towards others. All members of the school community will be encouraged to use technology, especially mobile phones and social media, positively and responsibly. As a school we actively create "safe spaces" for vulnerable children and young people. We celebrate success and achievements to promote and build a positive school ethos.

Policy and Support

The whole school community will:

- Provide a range of approaches for pupils, staff and parents to access support and report concerns.
- Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools' attention, which involves or affects pupils.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others are clear that bullying is unacceptable.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

The school community will:

- Train all staff, including: teaching staff, associate staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, and the pupil voice.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week.
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

Involvement of pupils

Purbrook Park School will involve pupils in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying. We will regularly canvas children and young people's views on the extent and nature of bullying, ensuring that all pupils know how to express worries and anxieties about bullying. We involve pupils in anti-bullying campaigns in schools and embed messages in the wider school curriculum. We utilise pupil voice in providing pupil led education and support. We offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

Involvement and liaison with parents and carers

Purbrook Park School involves parents in developing policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying. We will make sure that key information about bullying (including policies and named points of contact) is available to parents in a variety of formats, including via the school website. This ensures that all parents know who to contact if they are worried about bullying. We will work with all parents and the local community to address issues beyond the school gates that give rise to bullying, ensuring that all parents know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Monitoring and review: putting policy into practice

Purbrook Park School regularly monitors and evaluates our mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the school's self-evaluation and action planning.

Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-education
- 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
- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.anti-bullyingalliance.org.uk//tools-information/all-about-bullying/cyberbullying-0/cyberbullying-and-sendisability
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25
- Childnet: www.childnet.com
- 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 Child Internet Safety (UKCCIS)
www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- DfE 'Cyberbullying: advice for headteachers and school staff':
www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying':
www.gov.uk/government/publications/preventing-and-tackling-bullying
- 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
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srrtc.org/education
- Barnardo's LGBT Hub: [www.barnardos.org.uk/what we do/our work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk
- Ending Violence Against Women and Girls (EVAW)
www.endviolenceagainstwomen.org.uk A Guide for Schools:
www.endviolenceagainstwomen.org.uk/wp-content/uploads/EVAW-Coalition-Schools-Guide.pdf
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying:
www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying:
www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual