The Pochin School
Anti-Bullying Policy

This policy should be read in conjunction with the Behaviour Policy.
<mark>The contents of this policy also applies to The Pochin Pre School and The Before and After School Club.</mark>

Policy

Rationale behind the policy:
Bullying is present to a greater or lesser extent in all institutions. *All* members of the school community deserve the right to feel valued, equal and respected and be able to come to school without fear. Bullying has a serious effect on a pupil's self esteem, emotional and mental health, which in turn prevents them from developing their full potential and can seriously affect their life chances. Our school's definition of bullying is:

> ***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)***

It can be:

Physical – hitting, kicking, stealing or hiding belongings, sexual assault.
Verbal – name calling, insults, offensive or sexual remarks, threatening language.
Relational – social exclusion, spreading rumours or stories, graffiti, defacing property, displaying literature or materials of a racist, sexist or pornographic nature
Indirect - defacing property, displaying literature or materials of a racist, sexist or pornographic nature.
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.

Bullying, in any form, will not be tolerated at our school. This includes any member of the school community (staff, students, parents or governors). As a "listening and telling" school we are committed to the creation of positive and safe learning environments for all.

At The Pochin School we are committed to safeguarding and promoting the welfare of pupils and adults in our school community. This policy is based on the DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2018 and 'Sexual violence and sexual harassment between children in schools and colleges' guidance. The Equality Act 2013 and the Children's Act 1989. The setting has also read Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

Forms and types of bullying covered by this policy:
- 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 ethnicity, nationality or culture
    - ❖ Bullying related to race, religion, faith and belief and for those without faith
    - ❖ Bullying related to Special Educational Needs or Disability (SEND)
    - ❖ Bullying related to sexual orientation (homophobic/biphobic bullying/transgender)
    - ❖ Gender based bullying, including transphobic bullying
    - ❖ Bullying against teenage parents (pregnancy and maternity under the Equality Act)

Purpose of the policy:

- To promote the schools aims and values.
- To develop a positive and safe learning environment in which bullying will not be tolerated.
- To promote inclusion, mutual respect, self-esteem and self worth in order to meet the physical, emotional and mental health needs of all members of the school community.
- To raise the standards of behaviour and levels of achievement of all.

Guidelines for implementing policy:

- The policy will be monitored and evaluated annually.
- There needs to be recognition that anyone can be a bully or victim and that bullying can take many forms.
- It is recognised that the Headteacher and Governing Body have a statutory responsibility for school behaviour and discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy
- Students are encouraged to report all incidents of bullying, whether they are victims or bystanders.
- All staff will respond to student, staff or parental concerns seriously and support the agreed procedures.

Our proactive strategies include:

- We are a listening and telling school. This is the message that will be promoted at all times and with all audiences. There is an agreed collective responsibility to address any incidents of bullying observed.

- Annually the issue of bullying will be raised in order to maintain awareness of the issue through school assemblies and prominent pictorial displays and posters.
- Priority will be given to creating safe and happy playgrounds with adequate supervision and planned activities as break times are recognised as bullying hotspots.
- In our Child Friendly Advice we use the STOP definition. All students are taught what is bullying, what they should do and know who they can tell.
- The Governing body and staff will monitor bullying via staff meetings.
- Bullying will be addressed within the PSHE and Citizenship Curriculum.
- All staff will receive training on the identification, prevention and management of bullying. At the start of a new school year procedures for dealing with a bullying incident will be discussed at an early staff meeting. The policy will be discussed and then distributed to all new staff.

Our Reactive strategies:

- In the event of a bullying incident the same procedures will be followed as for all other incidents of poor behaviour. Staff will gather evidence and consult with the Headteacher.
- In all cases details of the incident and action taken will be recorded. Parents of both the victim and bully will be kept fully involved.
- Our prime concern will be the support and protection of the victim.
- Action will continue until the issue is satisfactorily resolved and the bullying ceases. The actions will be reviewed and modified in light of circumstances and if the bullying continues.
- Strategies to support victims will involve staff and students. Approaches such as circle of friends, shared concern, no blame, buddying and mentoring etc will be considered.
- If it is a serious incident temporary or permanent exclusion will be considered after a full review of the facts.
- Bullying incidents will be logged and monitored by the Headteacher. Information will be given to the Governing body annually as part of the Headteacher's Report.

Links with other school policies and practices:

- Behaviour Policy
- Acceptable Use policy
- E-safety Policy
- SEND and Inclusion Policy
- Safe Guarding and Child Protection Policy
- Exclusion Policy
- Positive Handling Policy

Monitoring and review: putting policy into practice

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The headteacher will be informed of bullying concerns, as appropriate.
- The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying, including outcomes.

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/index.php
- 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
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

SEND
- 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.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying
- 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

Race, religion and nationality
- 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.srtrc.org/educational

LGBT
- Barnardo's LGBT Hub: 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

Sexual harassment and sexual bullying
Ending Violence Against Women and Girls (EVAW)
www.endviolenceagainstwomen.org.uk
A Guide for Schools:
www.endviolenceagainstwomen.org.uk/data/files/resources/71/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.anti-bullyingalliance.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.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-relate

Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017) www.gov.uk/government/publications/preventing-and-tackling-bullying

Reviewed: 19.10.22
Reviewee: Mrs Heather Sharpe