



LEARNING AND GROWING; SAFE IN GOD'S LOVE

Birchington CE Primary School Anti-Bullying Policy 2022 - 2023

Key Contact Personnel

Member of Leadership Staff Responsible for this policy:

Ms K Barham Headteacher & Lead DSL

Deputy Designated Safeguarding Leads:

Mr J Forwood (DHT)

Mrs K Brown (AHT/Upper School Leader)

Mrs E Chapman (Pastoral Manager/FLO)

Named Governor with lead responsibility:

Ms L Bant Chair of Governors & Safeguarding Governor

Date written: September 2022

Date agreed and ratified by Governing Body: September 2022

Date of next review: September 2023

This policy is based on The Education People's model policy. It will be reviewed at least annually, and following any concerns and/or updates to national/local guidance or procedures.

Birchington CE Primary School Anti-Bullying Policy

2022–2023

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’ 2022 and ‘Sexual violence and sexual harassment between children in schools and colleges’ guidance. The setting has also read Childnet’s ‘Cyberbullying: Understand, Prevent and Respond: Guidance for Schools’.

When needed we may also access: -

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

1) Policy Objectives

- This policy outlines what our school will do to prevent and tackle all forms of bullying
- Everyone at Birchington CE Primary School is committed to developing an anti-bullying culture where the bullying of adults or children is not tolerated in any form
- Our approach with any incidents of bullying will be in line with our school’s Christian vision and school values

2) Links with other School Policies and Practices

- This policy links with several school policies, practices and action plans including:
 - Behaviour Policy
 - Discipline Policy
 - Complaints Policy
 - Child Protection Policy
 - Confidentiality Policy
 - Online safety and Acceptable Use Policies (AUP)
 - Curriculum policies, such as: PSHCE, citizenship and computing
 - Searching, screening and confiscation procedures

3) 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
 - Public Order Act 1986

4) Responsibilities

- It is the responsibility of:
 - The Headteacher to communicate this policy to the Birchington CE Primary 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. The Headteacher has been assigned this role but will delegate to another Senior Leader/Leader as necessary

- Governors to take a role in monitoring and reviewing this policy
- All staff, including: Governors, leadership, teaching and non-teaching staff, to support, uphold and implement this policy
- Parents/carers to support their child/ren and work in partnership with the school
- Pupils to abide by the policy

5) 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 our 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

6) 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/carers (pregnancy and maternity under the Equality Act)

7) School Ethos

The Birchington CE 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 Leadership Team and School 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 Anti-Bullying Policy
- Requires all members of the community to work with Birchington CE Primary 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 Birchington CE Primary School response to bullying in line with our Complaints Policy
- Seeks to learn from good anti-bullying practice elsewhere
- Utilises support from the Local Authority and other relevant organisations when appropriate.

8) Responding to Bullying

- The following steps may be taken when dealing with all incidents of bullying reported to staff at Birchington CE Primary 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
 - Our 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
 - A member of the Leadership Team/Pastoral Manager/FLO will interview all parties involved
 - The DSL/Deputy DSLs will be informed of all bullying issues where there are safeguarding concerns
 - Leaders will speak with and inform other staff members, where appropriate
 - Leaders will ensure parents/carers 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's 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
 - Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), leaders will ensure that the concern is fully investigated. If required, the DSL/Deputy DSL will collaborate with other schools. 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 Birchington CE Primary School in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken

Cyberbullying

- Staff can access further information from Childnet's Cyberbully Guidance. When responding to cyberbullying concerns, Leaders 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 Birchington CE Primary School systems;
 - Identifying and interviewing possible witnesses;
 - Contacting the service provider and the police, if necessary
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
 - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying guidance to ensure that the school's powers are used proportionately and lawfully
 - Requesting the deletion of locally-held content and content posted online if they contravene school policies
- Ensure that sanctions are applied to the person responsible for the cyberbullying; staff will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need
- Inform the police if a criminal offence has been committed
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - 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 teacher, 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 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/carers
 - Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through the Community Warden, PCSO, Early Help or Specialist Children's Services, or support through the Children and Young People's Mental Health Service (CYPMHS)
- Pupils who have perpetrated bullying will be helped by:
 - Discussing what happened, establishing the concern and the need to change
 - Informing parents/carers to help change the attitude and behaviour of the child
 - Providing appropriate education and support regarding their behaviour or actions

- If online, requesting that content be removed and reporting accounts/content to service provider
- Sanctioning, in line with school Behaviour Policy; this may include official warnings, detentions, removal of privileges (including 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, Community Warden, PCSO, Police or referrals to Early Help, Specialist Children's Services, or the Children and Young People's Mental Health Service (CYPMHS)

Supporting Adults

- 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/carers, whether by pupils, parents/carers 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 FLO/Pastoral Manager, a Designated Safeguarding Lead, a Senior Leader 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), Leaders will still investigate the concern and ensure that appropriate action is taken in accordance with Birchington CE Primary School policy and KCC guidance
 - 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:
 - Discussing what happened with a Senior Leader and/or the Headteacher to establish the concern
 - 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
 - Instigating disciplinary, civil or legal action as appropriate or required

Specific guidance is available for leaders regarding dealing with complaints made on social networking sites can be found at: www.kelsi.org.uk

9) 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
 - Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse)
 - Recognises the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required

- 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
- Challenge practice and language (including 'banter') which does not uphold Birchington CE Primary School values of tolerance, non-discrimination and respect towards others
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying
- Actively create 'safe spaces' for vulnerable children and young people
- Celebrate success and achievements to promote and build a positive school ethos

Policy and Support

- Staff and Leaders will:
 - Provide a range of approaches for pupils, staff and parents/carers 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 Leadership Team's attention, which involves or effects pupils, even when they are not on school premises; for example, when using school transport or online, etc.
 - Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see 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

- Leaders will:
 - Share anti-bullying information with all staff, including: teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, so they can identify all forms of bullying and take appropriate action, following Birchington CE Primary 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, workshops, peer support, the School Council, etc.
 - 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

10) Involvement of Pupils

- We will:
 - Involve pupils in decision making, to ensure that they understand Birchington CE Primary School's approach and are clear about the part they play in preventing bullying
 - Regularly talk to children about their views on the extent and nature of bullying

- 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
- Utilise pupil voice in providing pupil led education and support
- Publicise the details of internal support, as well as external helplines and websites
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have

11) Involvement and Liaison with Parents/Carers

- We will:
 - Take steps to involve parents/carers to ensure they are aware that our school does not tolerate any form of bullying
 - Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school website
 - Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice via the school office and website
 - Work with all parents/carers and the local community to address issues beyond our school gates that give rise to bullying
 - Ensure that parents/carers work with the school to role model positive behaviour for pupils, both on and offline
 - Ensure all parents/carers have access to our Complaints Procedure and know how to use it effectively, to raise concerns in an appropriate manner

12) Monitoring and Review: Putting Policy into Practice

- We will ensure that we 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

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