Anti-Bullying Policy
Settle and Kirkby in Malhamdale Partnership Federation

Document Status			
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Executive Headteacher	**C Roberts**	**Chair of Governors**	**M O'Connor**

Rationale

The purpose of this policy statement is:

- to prevent bullying from happening between children who attend our schools or take part in our activities.
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need.
- to provide information to all staff, governors, volunteers, children and their families about what we should all do to prevent and deal with bullying.

Bullying is when individuals or groups seek to harm, intimidate or coerce someone who is perceived to be vulnerable (Oxford English Dictionary, 2021).

What is bullying?

Bullying includes a range of abusive behaviour that is

- repeated
- intended to hurt someone either physically or emotionally.

Bullying encompasses a range of behaviours which may be combined and may include the behaviours and actions we have set out below.

Verbal abuse:

- name-calling
- saying nasty things to or about a child or their family.

Physical abuse:

- hitting a child
- pushing a child
- physical assault.

Emotional abuse:

- making threats
- undermining a child
- excluding a child from a friendship group or activities.

Cyberbullying/online bullying:

- excluding a child from online games, activities or friendship groups
- sending threatening, upsetting or abusive messages
- creating and sharing embarrassing or malicious images or videos
- 'trolling' - sending menacing or upsetting messages on social networks, chat rooms or online games.
- voting for or against someone in an abusive poll
- setting up hate sites or groups about a particular child
- creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.

Cyber-bullying can happen at all times of the day with a potentially bigger audience than other types of bullying. This is due to the rapid development of technology. The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyberbullying by providing a specific power to search for and, if necessary, delete inappropriate images on electronic devices, including mobile phones. (Preventing and tackling bullying, DfE 2014)

Bullying can be a form of discrimination, particularly if it is based on a child's disability, race, religion or belief, gender identity or sexuality.

We believe that:

- children and young people should never experience abuse of any kind.
- we have a responsibility to promote the welfare of all children and young. people, to keep them safe and operate in a way that protects them.

We recognise that:

- bullying causes real distress and affects a person's health and development in some instances, bullying can cause significant harm.
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse.
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

Our Federation of Schools proactively promotes strategies to prevent bullying occurring. Pupils are taught about differences during PSHE lessons, focused weeks such as Anti-Bullying week, Children's Mental Health week, collective worship and when the need arises with certain year groups, classes or groups of pupils. Within our Federation we openly discuss differences between people that could motivate bullying such as religion, ethnicity, disability, gender or sexuality. Our Federation of Schools creates an ethos of good behaviour underpinned by the School Rules and the Behaviour Policy. Pupils and school staff treat each other with respect because they know that this is the right way to behave. Other agencies such as the police and the community support officers are involved in educating children around E-Safety and other aspects of safeguarding.

We provide support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying.

We have clear and robust anti-bullying procedures in place.

Education is a compulsory experience and it is therefore the responsibility of all staff in the school to ensure that it takes place in an atmosphere, which is caring and protective. Parents should be entitled to feel confident that when they send their children to school, they will be protected from bullies.

Our regular discussions with staff, volunteers, children, young people and families will focus on:

- group members' responsibilities to look after one another and uphold the behaviour code.
- practising skills such as listening to each other.
- respecting the fact that we are all different • making sure that no one is without friends.
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well.

Responding to bullying

We will make sure our response to incidents of bullying considers:

- the needs of the person being bullied.
- the needs of the person displaying bullying behaviour • needs of any bystanders
- our schools as a whole.

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

Diversity and inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people
- welcoming new members to our schools.

Our Federation's anti-bullying policy is to:

- make it known that bullying will not be tolerated in our schools.
- ensure that no-one suffers from verbal or physical abuse in any form.
- make each federation school a place where everyone can feel secure.
- make everyone aware that bullying will be dealt with immediately.
- ensure that no-one feels victimised in any way.
- encourage pupils to share and discuss their problems.
- ensure that staff are aware of signs of bullying.

Our approach for handling any bullying incidents relies on the school being informed of any problems at an early stage so that action can be taken before matters reach extremes. Pupils should feel confident about approaching members of staff with any problems. Parents should feel confident in the knowledge that any approach to school will be dealt with sympathetically and patiently. They will not be dismissed as over-anxious parents.

CODE OF PRACTICE

To uphold this code, all staff across the federation will foster and encourage a school atmosphere where pupils are sensitive to and care for the feelings of others, value the contributions others make to school life and value their school, its property and the property of others.

Staff will:

- follow the set of actions flow chart [see below]
- record, investigate and act in every reported instance of bullying.
- watch for signs of distress in pupils which may indicate that he/she has been the victim of a bullying incident.
- be vigilant at all times, but particularly at break and lunchtimes.
- in the first instance deal with classroom incidents themselves, referring to senior staff if appropriate.
- support victims as much as necessary.
- take appropriate action discreetly and sensitively.
- encourage pupils to report incidents.
- use personal and social education to foster and create a caring and co- operative school environment.
- teach appropriate social behaviour by drawing on incidents as they occur in school life.
- consult with mid-day supervisors over lunchtime incidents.
- make the unacceptable nature of bullying behaviour, and the consequences of any repetition, clear to the bully and his/her parents.
- ask parents to keep a home record for further discussion if reports of bullying incidents are persistent.
- provide anti-bullying workshops/focus days throughout the Autumn Term each academic year.

Anti-Bullying Procedure

Incident reported by pupil (or parent) to member of staff or an incident is observed

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Staff member investigates – taking into account all children's views and accounts (separately)

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Incident recorded on CPOMs. On-going monitoring of the situation.

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If problem continues then the following steps to be taken

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Staff member talks to the perpetrator and victim separately. Parents are informed verbally of the problem.

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Executive Head Teacher involved. Other school professionals may be involved with consent of parents should this be deemed appropriate. On-going monitoring of the situation.

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If problem continues then the following steps to be taken

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Executive Headteacher arranges meetings with parents. Other relevant agencies consulted with. Ongoing monitoring of situation.

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If problem continues, then the following steps are taken

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Parents invited into school to discuss the possibility of fixed-term exclusion of the perpetrator. Other relevant agencies consulted.

For further information visit the website https://www.anti- bullyingalliance.org.uk/toolsinformation/all-about-bullying/what-bullying