



Anti Bullying and Harassment Policy

January 2024

Rationale:

The Education and Inspections Act 2006

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

Maintained schools and Academies are required to comply with the new Equality Duty. Part 6 of the Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment. In England and Wales Part 6 of the Act applies to maintained schools and Academies and to other independent schools

Definition

Bullying is deliberately hurtful behaviour, repeated often over a period of time and where it is difficult for those being bullied to defend themselves.

The main forms of bullying (and which form part of the definition) are:

Physical - hitting, kicking,

Verbal - name-calling, insulting, threatening,

Isolation - spreading nasty stories about someone, excluding someone from social groups.

Cyber bullying – making abusive phone calls, sending threatening messages.

Racist Bullying - Bullying that is directed at an individual of a particular race, group or culture. This might be an individual saying something unkind about:

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- the way someone look, what someone eats,
- the way that somebody dresses,
- the way someone speaks,
- family,
- religion.

Homophobic bullying – bullying that is directed at someone because of their “perceived” sexual orientation. Homophobic bullying can happen to anyone it does not matter what their sexual orientation is. This might be an individual saying something unkind about someone being:

- gay,
- lesbian,
- bisexual,
- trans gender.

Bullying of the disabled - At Pulford School we have a disability equality scheme which means we are we are committed to offering an inclusive curriculum to ensure the best possible progress for all of our pupils whatever their needs or abilities. Bullying may be directed at someone because of their disability or special educational needs (including More Able or Talented children).

Our aims for this policy are encapsulated within the School Mission Statement "God's family through faith, hope and love, dedicated to realising the full potential of each person" and our Home School Agreement.

Specifically, our aims are:

- 1) To take bullying and harassment seriously.
- 2) To confront robustly all substantial acts of bullying and be seen to deal with them in a firm and consistent way
- 3) To be vigilant and on the lookout for signs of bullying
- 4) To recognise that both victims and bullies need compassion, understanding and help to deal with their problems.
- 5) To try to prevent bullying by creating a climate within school this empowers children and encourages them to communicate their anxieties to responsible adults.
- 6) To raise awareness amongst all responsible adults regarding 'high-risk' areas and their potential as locations for bullying, including prime times at which bullying may be likely to occur.
- 7) To ensure that this policy has shared ownership amongst pupils, staff, Governors and parents and that all are actively involved in its implementation and promotion.

Implementation and Procedures

- 1) We shall raise awareness of issues surrounding bullying through the curriculum.
- 2) We shall give opportunities for pupils to raise their self-esteem through activities such as assemblies, drama, circle time, rewards, discussion and dialogue.

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- 3) We shall establish a clear system for the hearing of complaints and this will be done confidentially if possible. Both bully and victim will be interviewed by the Head teacher or other member of the Senior Management Team as the situation demands.
- 4) Lesser acts of bullying will be dealt with according to our established disciplinary framework on a day-to-day basis and a range of appropriate sanctions may be employed to discourage repetition. The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones. Repeated incidents of serious bullying will trigger a letter to the bully's parents requesting their attendance at a formal interview. It is recognised that this will be an extremely rare event.
- 5) The main emphasis will always be prevention rather than punishment. However, disciplinary measures must be applied fairly, consistently, and reasonably taking account of any special educational needs or disabilities that the pupils may have and taking into account the needs of vulnerable pupils. It is also important to consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case the child engaging in bullying may need support themselves. Prevention might involve talking to pupils about issues of difference, either in circle time or through dedicated events or projects, or through assemblies. Staff themselves will be able to determine what will work best for their pupils, depending on the particular issues they need to address. The school follows the 'Values Education' system which teaches respect for staff and other pupils, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment
- 6) The school recognises its responsibility to support children who are bullied and make appropriate provision for a child's needs. The nature and level of support will depend on the individual circumstances and the level of need. These can include a quiet word from a teacher/teaching assistant that knows the pupil well, providing further support, engaging with parents, referring to local authority children's services, completing a Common Assessment Framework or referring to LC2 worker or Child and Adolescent Mental Health Services (CAMHS).
- 7) Details of the Policy will be given to all new and supply staff .
- 8) 'Prime areas' which are slightly 'out of sight' will be targeted by all supervisory staff at playtimes

Monitoring, Evaluation and Review

The school will review this policy every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. Parents and children who are concerned should be referred to the appendices

The school uses available guidance and advice:

DFE Preventing and tackling bullying Advice for headteachers, staff and governing bodies

'Bullying: information for parents and carers' and 'Bullying: Information for children and young people'.

Cyberbullying: advice for headteachers and school staff

Advice for parents and carers on cyberbullying

DfE Behaviour and Discipline in Schools Guidance

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Supporting children and young people who are bullied: advice for schools
Counselling in schools a blueprint for the future: advice for school leaders and counsellors.

Further resources:

The Anti-Bullying Alliance (ABA): Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.

The ABA has also put together a fact sheet outlining the range of support that is available to schools and young people from the anti-bullying sector which can be accessed here <http://www.anti-bullyingalliance.org.uk/advice/support-from-the-sector/>.

Kidscape: Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

The BIG Award: The Bullying Intervention Group (BIG) offer a national scheme and award for schools to tackle bullying effectively.

Restorative Justice Council: Includes best practice guidance for practitioners 2011.

Cyber-bullying

ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves

Think U Know: resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers.

Digizen: provides online safety information for educators, parents, carers and young people.

Advice on Child Internet Safety 1.0: The UK Council for Child Internet Safety (UKCCIS) has produced universal guidelines for providers on keeping children safe online.

LGBT

EACH: (Educational Action Challenging Homophobia) provides a national freephone Actionline for targets of homophobic or transphobic bullying and training to schools on sexual orientation, gender identity matters and cyberhomophobia. Schools Out: Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education. Stonewall: An LGB equality organisation with considerable expertise in LGB bullying in schools, a dedicated youth site, resources for schools, and specialist training for teachers.

SEND

Mencap: Represents people with learning disabilities, with specific advice and information for people who work with children and young people.

Changing Faces: Provide online resources and training to schools on bullying because of physical difference.

Cyberbullying and children and young people with SEN and disabilities: Advice provided by the Anti-Bullying Alliance on developing effective anti-bullying practice.

Anti-bullying Alliance SEND programme of resources: Advice provided by the Anti-bullying Alliance for school staff and parents on issues related to SEND and bullying.

Racism

Show Racism the Red Card: Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism.

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Kick it Out: Uses the appeal of football to educate young people about racism and provide education packs for schools.

Anne Frank Trust: Runs a schools project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity.

This policy will be implemented within a culture of equal opportunities. It should be read in conjunction with the Governor's written statement of behaviour principles; Discipline and Behaviour policy; Learning support policy; Equality policies. It will be reviewed every two years, 2026.

Staff will refer to the multicultural dimensions of bullying as appropriate.

Policy endorsed by the Governing Body Spring 2024.

Signed: Chair of the Governing Body

Equal opportunities

All young people will be treated equally, regardless of disability, race, creed or gender.

The policy will be applied regardless of culture, faith or belief.

APPENDICES

Bullying: Information for parents and carers

Opinion surveys show that bullying is one of the main concerns that parents and carers have about their children's safety and well being. As a parent it is right that you want your child to be safe and well. To find out that your child is being bullied or may be using bullying behaviours against someone else is distressing. It can make you feel guilty, sad, worried, frightened, frustrated or helpless. The information on these pages should help you to deal with this situation if it arises.

What types of bullying are there?

Listed below are some of the different methods of bullying. It is important to remember that if something does not appear on this list and it is upsetting your child, then you should still talk to someone you trust. There are a number of different reasons that somebody might be bullying but it is more likely the reason is something to do with them rather than your child.

- **verbal**; name calling, threatening,
- **theft**; taking or damaging your things,
- **rumours**; spreading lies about someone or people close to them,
- **physical**; **Kicking**, punching etc,
- **cyber bullying**; making abusive phone calls, sending threatening messages,
- **isolation**; making people feel left out.

We also know that sometimes people get bullied because of other people's prejudices, for example,

Racist Bullying - Bullying that is directed at an individual of a particular race, group or culture. If this is happening to your child it might be an individual saying something unkind about:

- the way someone look, what someone eats,
- the way that somebody dresses,
- the way someone speaks,
- family,
- religion.

Homophobic bullying – bullying that is directed at someone because of their “perceived” sexual orientation. Homophobic bullying can happen to anyone it does not matter what their sexual orientation is. If this is happening to your child it might be an individual saying something unkind about someone being:

- gay,
- lesbian,
- bisexual,
- trans gender.

Special educational needs - Sometime people might get bullied because of the way someone views someone with a disability or learning difficulty.

How do I know if my child is being bullied?

Something may have changed to raise your concern. Below are some of the signs that you should look for

- a drop in achievement,
- damaged clothes or property,
- not wanting to go to school,
- truancy,
- a change in eating habits,
- keep losing their money,
- moodiness or bad temper,
- coming home with marks and bruises,
- sudden loss of interest in recreational activities including stopping going online,
- falling out with their friends,
- disrupted sleep and or having nightmares,
- bed wetting in younger children,
- feeling ill in the mornings,
- signs of being worried,
- a loss of confidence,
- unusually quiet.

If you notice some of these changes in your child's behaviour it might be a sign that they are being bullied. It is, however, important to remember that there may be other explanations.

What should I do if I am concerned that my child is being bullied?

Step One

If you think your child is being bullied then start by asking them some questions like the ones below to try and help you find out more. Listen and talk to your child and offer reassurance. Who have they played with? What have they enjoyed at school? Are they feeling happy about going to school the next day? Did anything happen that they did not like? Who are their friends? Is there anything at school they are not happy about? Is there anything they would like to be different?

Following your conversation if you're still concerned about bullying you may decide to contact the setting where the bullying is happening. This may be your child's school, youth club, sports club or any other setting where your child spends time. It is important that you reassure your child that they have done the right thing in telling you. You need to be clear about what actions you are taking and the reasons why. Keep your child informed about what you are going to do. It is important not to confront the child who you suspect has been bullying, or their parents, yourself. Make sure your child knows you are going to support them.

Step Two

Tell your child's school (this applies to other settings)

- After chatting with your child, if you do feel there is a problem and you think that bullying is happening at your child's school, you should contact the school.

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- Explain the situation clearly and calmly as it might be the first time the school has heard of the issues. The school will have a policy for dealing with reports of bullying behaviour. It can be helpful to have read this prior to a meeting because it should tell you what your child's school does if bullying happens. It is important to remember that your child's school will want the bullying to stop. The best way to achieve this is to work together.
- It is usually helpful to arrange a meeting, depending on the seriousness. It is usually better in the first instance to suggest meeting with the class teacher or head of year. Explain your concerns clearly to the school and tell them what your child has told you.

Step three

Agree an action plan.

You need to agree a plan of support for your child with the school, and jointly monitor the situation. In most cases, by working with the school, bullying problems can be resolved quickly. Make sure that the plan clearly states how the school is going to communicate with you any actions that they have taken and plan to take. Also include who your child should speak to in the future if they are concerned and make sure that you listen to your child about who they feel comfortable talking to. Make sure you leave the meeting knowing who is going to take which actions and how and when.

What should I do if the situation still does not improve?

Bullying situations can often be very complex and take time to resolve it is important to give the school time to deal with the situation. If, after your initial meeting with the school, you still do not feel the situation has improved then it might be useful to speak to a more senior person in the school, for example the Head teacher. If you still do not feel that the situation has been resolved then a complaint can be made to the schools Chair of Governors. Your child's school can advise you on the process for doing this.

Where else can I go for help?

For advice and support

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

<https://www.gov.uk/government/publications/behaviour-and-discipline-in-schools>

[Parentlineplus](#) or telephone 0808 800 2222

[Kidscape](#) or Telephone 0845 1 205 20

[Anti-bullying alliance](#)

[Childline](#) or children and young people can telephone on 08001111

[BullyingUK](#)

[NSPCC](#)

[Childnet international](#)

[Mencap](#)

What should I do if I think my child is bullying other people?

It is important to remember that a child can be both a victim of bullying and /or possibly also involved in bullying others. Sometime a child or young person may not realise that what they are doing is hurting or upsetting the person they are bullying.

Is my child bullying others?

Spend some time talking with your child about what is happening. Ask them how they feel about school. What they do and don't enjoy. Ask your child about their friendship groups and try to find out more about them. If you think they are bullying others try to find out if they are doing this on their own or as part of a group. You need to ensure that your child has the opportunity to tell their side of the story.

It is important that you child understands that bullying behaviour is not acceptable but that there is support to help them change their behaviours. Make sure your child know that you still support them and love them but that their bullying behaviour must change.

Try to understand why this might be happening; is there something that is making your child unhappy? Is there something at home or out of school that might be causing upset.

Talk to your child about why bullying is wrong. It is important that your child understands the consequences of their behaviour.

You will need to talk to the school so that you can all work together to improve the situation. Your child may need help to find new behaviour to cope with difficult situations.

Bullying: Information for children and young people

Tell Someone

Are you worried about bullying happening to you or someone else?

Across the Country, whenever children and young people are asked about the things that worry them, bullying is named as one of their top concerns. In Bedfordshire we are working hard to make sure that no one suffers because of bullying. Remember bullying is not your fault and that it can happen to anyone. It is important to remember that you will not feel like this for ever and that by telling someone you will be able to get the support you need.

The answers to some of the most commonly asked questions about bullying are detailed below.

What is bullying?

There is not one single answer to this question. One way bullying can be described is that it is something that is done to deliberately hurt somebody either emotionally or physically. It is also usually something that happens to you more than once. This does not mean that if someone does something to you on just one occasion that you

should not tell someone. If you are upset or worried about anything then tell an adult or a person you trust. To understand bullying you could also ask your school to tell you how they describe it.

What types of bullying are there?

Listed below are some of the different methods of bullying. It is important to remember that if something does not appear on this list and it is upsetting you then you should still talk to someone you trust. There are a number of different reasons why somebody might be bullying you but it is more likely the reason is something to do with them rather than you.

- **verbal;** name calling, threatening,
- **theft;** taking or damaging your things,
- **rumours;** spreading lies about someone or people close to them,
- **physical;** Kicking, punching etc,
- **cyber bullying;** making abusive phone calls, sending threatening messages
- **isolation;** making people feel left out.

We also know that sometimes people get bullied because of other people's prejudices, for example;

Racist Bullying - bullying that is directed at an individual from a particular race, group or culture. If this is happening to you it might be an individual saying something unkind about: the way someone looks, what someone eats, the way that somebody dresses, the way someone speaks, family, religion.

Homophobic bullying - bullying that is directed at someone because of their "perceived" sexual orientation

Homophobic bullying can happen to anyone it does not matter what your sexual orientation is. If this is happening to you it might be an individual saying something unkind about someone being:

- gay,
- lesbian,
- bisexual or,
- trans gender.

Special educational needs - sometime people might get bullied because of the way someone views someone with a disability or learning difficulty.

What can I do?

The most important thing you need to do is tell someone you trust. If you feel nervous it might help to practice what you are going to say. If you don't feel able to tell someone face to face you could try writing a letter. Once you have told somebody they can offer you help and support. Bullying is unlikely to just go away by itself and having an adult to help you will make a big difference.

If you want to tell someone in school but don't want other people to see then you could leave a note or tell other people it's about school work. Your school may have

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peer mentors and these may be good people to speak to about what is happening. Think about what you want to happen once you have told someone because it's important that people know what you want. Hopefully this will be enough to improve the situation. If you do tell someone and you do not think they have listened or the situation has not improved then tell someone else. It is important to keep telling until someone listens to your concerns.

Who would be a good person to tell?

You know better than anyone else the people you feel safe with and who you believe will listen. Listed below are some of the people you may want to talk to but remember that there may be other people you could talk to who are not on this list;

- parent, carer,
- relative, teacher,
- teaching assistant,
- social worker,
- youth worker,
- a friend,
- another adult in school.

I can't think of anyone to tell

If you don't feel able to tell someone you know but want advice then you could call ChildLine - a free telephone helpline for children and young people. You can ring them any time of day, any day of the year. It's free and it's confidential - that means that no-one else will know about the conversation unless you decide to tell them. They are very busy so you may need to try to call a few times but keep trying and you will get through. Their telephone number is 0800 1111.

What will happen next?

It is difficult to answer this because it depends on where the bullying is happening and your situation. You can expect that people listen to you, keep in contact with you and tell you exactly what is going to happen. It might be a good idea to ask the adults involved to sit with you and write a plan of what is going to happen.

Where else I can get help?

Here are some websites and telephone numbers where you can get help

- [Kidscape](#) an anti-bullying charity supporting both children and parents. Tel: 02078235430
- [ChildLine](#) Free confidential helpline 0800 1111.