



The Three Rivers



Federation

Owner	Teaching and Learning
Approver	
File Reference	

DOCUMENT TITLE : **Anti Bullying Policy**

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Introduction

This policy outlines what The Three Rivers Federation will do to prevent and tackle bullying. We are committed to providing a caring, friendly and safe environment for all our children so that they can learn in a relaxed and secure atmosphere. We are committed to developing an anti-bullying culture whereby no bullying will be tolerated.

At our schools we have created an ethos of good behaviour where pupils treat one another and the school staff with respect, because they know that this is the right way to behave. Values of 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 and are reinforced by staff and older pupils who set a good example to the rest

What is Bullying?

Bullying is **'behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally'**. (DfE "Preventing and Tackling Bullying", October 2014) Bullying can take many forms and is often motivated by prejudice against particular groups. It might be motivated by actual differences between children, or perceived differences. Bullying can happen to anyone.

This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Bullying via technology – for instance, cyber-bullying via text messages or the internet

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 inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

Identifying and responding to bullying

Our response to bullying does not start at the point at which a child has been bullied. Our school staff acts proactively to gather any information about issues between pupils which might provoke conflict, and develop strategies to prevent bullying occurring in the first place. This might involve talking to pupils about issues of difference, in lessons, through dedicated events or projects, and through assemblies.

What can we do to prevent Bullying?

Strategies to help prevent bullying behaviour

We will:

- Ensure all staff are aware of and follow the school's Behaviour Policy
- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all
- Actively provide opportunities (through PSHCE/SEAL activities / Values based Education) to develop pupils' social and emotional skills, including their resilience
- Provide an 'open door' approach for pupils, staff and parents/carers to access support and report concerns
- Consider all opportunities for addressing bullying in all forms throughout the curriculum (stories, drama and role play) including a range of additional approaches eg through displays, assemblies, events, and the school council
- Regularly update and evaluate our approaches to take into account the developments in technology, and provide up-to-date advice and education to all members of the community regarding positive online behaviour
- Train all staff to identify all forms of bullying and to follow the policy and procedures (including recording and reporting incidents)
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied
- Work with other agencies and the wider school community to prevent and address concerns
- Celebrate success and achievements to promote and build a positive school ethos.

Involvement of pupils

We will:

- Gather the children's 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 our golden rules and 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.

What happens when a child is bullied?

Procedures for all staff

Dealing with Incidents

When bullying is suspected or reported:

- Staff will investigate immediately when bullying is reported.
- Staff will listen to and record all parties and witnesses and if this behaviour is repeated then the incident will be recorded and the Headteacher or member of the senior staff will be notified, who will interview the children concerned.
- The child being bullied will be made aware that the incident will be dealt with
- Parents/carers of the child/children doing the bullying will be asked to attend a meeting to discuss their child's behaviour
- Parents/carers of the child being bullied will be informed and invited to meet with an appropriate member of staff
- A suitable sanction will be implemented for the child doing the bullying in order to modify or change the behaviour
- Staff will monitor the behaviour of both "bully" and "victim", and all staff will be alerted to watch out for further occurrence.

Supporting Pupils

Pupils who have been bullied will be our priority and will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice
- Reassurance and continuous support
- Restoring self-esteem and confidence with counselling on a one to one basis if needed
- Setting up peer group support if appropriate
- The offer of continued support for emotional needs with a key adult
- Engaging them in making choices about how the matter may be resolved
- Asking them to report immediately any further incidents to us
- Affirm that bullying can be stopped and that our school will persist with intervention

If a pupil is found to be bullying we will:

Reinforce the message that bullying is not acceptable, and that we expect bullying to stop
Consider sanctions under our school's Behaviour & Rewards Policy

- Affirm that it is right for pupils to let us know when they are being bullied
- Advise pupils responsible for bullying that we will be checking to ensure that bullying stops
- Ensure that those involved know that we have done so
- Contact the parents of the pupils involved at an early stage
- Keep records of incidents that we become aware of and how we responded to them
- Follow up after incidents to check that the bullying has not started again

- Work with pupils who have been involved in bullying others to ascertain the sort of support that they themselves need

Our policy will be to use our discretion to respond flexibly and in an appropriate way to each incident.

Further Sanctions

If necessary, we will invoke the following range of sanctions that are in line with each school's Behaviour & Rewards Policy.

These include:

- Removal from the group (within the class or a club)
- Withdrawal of break and lunchtime privileges
- Detention
- Withholding participation in school events that are not an essential part of the curriculum
- In extreme cases we will also consider fixed term and / or permanent exclusion from school

Responsibilities

It is the responsibility of the Governors and Headteacher to:

- To take a lead role in monitoring and reviewing this policy
- To implement it accordingly
- To communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably

Everyone within each school is expected to:

- Act in a respectful and supportive way towards one another
- Adhere to and to promote the objectives of this policy
- Follow the policy and procedures

Pupils are expected to:

- Report all incidents of bullying and suspected incidents that victims may be afraid to report
- Support each other and to seek help to ensure that everyone feels safe and nobody feels excluded or afraid in school

Parents can help by:

- Supporting our anti-bullying policy and procedures
- Encouraging their children to be positive members of the school community
- Discussing with their child's teacher any concerns that their child may be experiencing bullying or that their child is unhappy in some other way
- Helping to establish an anti-bullying culture outside of school

This policy was agreed by staff and governors of the Three Rivers Federation. The policy applies to all staff and to all pupils, whether temporarily or permanently on the roll. The Headteacher and the Governing Body are responsible for introducing and implementing this policy. However all staff, all pupils and their parents have an active part to play in the development and maintenance of the policy, and in its success.

Concerns, complaints and positive feedback.

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the Headteacher's notice. If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through each school's Complaints Procedure a copy of which can be found on the school website.

We would also be pleased to receive feedback from parents when things have gone well.

Links with other school policies and practices

This Policy links with a number of other policies, practices and action plans including:

- Behaviour policy
- Complaints policy
- Safeguarding/child protection policy
- e-Safety (Online Safety) and Acceptable Use policies
- Staff Code of Conduct

Appendix 1 Useful Websites

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
 - Childline: www.childline.org.uk
 - DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014:
<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
 - DfE: “No health without mental health”:
<https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
 - Family Lives: www.familylives.org.uk
 - Kidscape: www.kidscape.org.uk
 - MindEd: www.minded.org.uk
 - NSPCC: www.nspcc.org.uk
 - PSHE Association: www.pshe-association.org.uk
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- **Cyberbullying**
 - Childnet International: www.childnet.com
 - Digizen: www.digizen.org
 - Internet Watch Foundation: www.iwf.org.uk
 - Think U Know: www.thinkuknow.co.uk
 - UK Safer Internet Centre: www.saferinternet.org.uk
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- **SEND**
 - Changing Faces: www.changingfaces.org.uk
 - Mencap: www.mencap.org.uk
 - DfE: SEND code of practice:
<https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>
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- **Racism and Hate**
 - 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
 - Show Racism the Red Card: www.srtrc.org/educational