



ANTI-BULLYING POLICY

DEAN TRUST ARDWICK

2019-20

VERSION AND DATE		ACTIONS/NOTES
1.0	November 2019	Policy created

Reviewed:	November 2019
Review Frequency:	Annually
Next Review	November 2020
Signature of Headteacher:	Signature of Chair of Local Governing Body:
	



1. DTA DEFINITION OF BULLYING:

A deliberate attempt, often repeated, to hurt or humiliate someone (or group) either physically, verbally or emotionally. Bullying can be aimed at others based on their race, gender, religion, sexuality, or what is believed to be a weakness.

2. AIM

The school aims to effectively prevent and tackle any form of bullying in order to create a safe and disciplined environment for pupils to learn to the best of their ability and free from disruption of any kind. We operate a 'zero-tolerance' approach to bullying at Dean Trust Ardwick and we aim to establish this by ensuring:

- All members of Dean Trust Ardwick, staff, pupils and stakeholders, understand that any form of bullying is unacceptable and that they have a responsibility to report any cases of bullying.
- All pupils and staff feel safe and secure in all areas of the school at all times.
- The promotion of British Values of 'Respect and Tolerance' in the daily running of the school and when addressing bullying.
- The establishment of an ethos of good behaviour, founded in mutual respect.
- Parents and carers are involved and have confidence in the school's ability to resolve any bullying issues in a way that best protects their children, and to communicate how the issues have been resolved.
- All pupils are listened to and reports and concerns are dealt with promptly and appropriately.
- That consideration is given to the fact that bullying could arise from a safeguarding concern and should be dealt with accordingly.
- Regular education and training for pupils and staff around the signs and risks of bullying and how to tackle it.
- Regular reminders and information to inform pupils and parents on how to report bullying.

3. THE PRINCIPLES

We believe that in order for pupils to progress with their education, they have to be in an environment that is safe and enables pupils to thrive. We strive to prevent bullying and achieve this through a clear policy and ethos which promotes British Values. We seek to promote this safe environment by ensuring:

- Staff will understand the aims and purpose of the school's policy and all legal responsibilities regarding bullying.



- Staff will demonstrate a consistent approach to reporting, dealing with and resolving issues of bullying.
- Pupils are aware of how they can contribute to promoting a safe school environment and promoting a zero tolerance towards bullying.
- Staff prioritise the immediate physical safety of pupils and preventing violent behaviour is a priority.

4. ROLES AND RESPONSIBILITIES

The Governing Body

The governing body is responsible for ensuring the Anti-Bullying Policy is effectively implemented at the school and that the principles stated above are reviewed regularly. Governors will ensure that the policy is communicated well to staff, pupils, parents and carers. The Governing Body will support the school in maintaining a safe environment, free from any form of bullying. They will ensure that this policy has reasonable expectations and is non-discriminatory in line with the legal responsibilities of the Equality Act 2010.

The Headteacher

The Headteacher will ensure that effective measures are taken to support the aims and principles outlined in this policy. The headteacher is responsible for the implementation of this policy and supporting procedures to help prevent and address issues of bullying.

Staff

All staff are responsible for following the school's policy and procedures in a fair and consistent way and without discrimination.

All staff are expected to reinforce the ethos of a safe environment and respond to any issues of bullying.

With the support of the Headteacher, staff are responsible for providing a safe learning environment.

Staff have a responsibility to ensure that all pupils are listened to and supported, and that their views are considered.

Staff should role model the behaviour they wish pupils to follow, and therefore should themselves act in a professional manner towards pupils, without prejudice or discrimination, and in line with the Trust's Staff Code of Conduct.

Staff are responsible for reporting any alleged bullying on CPOMs and it is the DSL's responsibility to ensure that any safeguarding concerns arising from the report are dealt with in line with the school's safeguarding policy.



Parents and Carers

Parents and Carers are expected to take responsibility for the behaviour of their children both inside and outside of school.

Relationships with parents are of vital importance to the school, parents and carers are encouraged to work in partnership of the school in promoting a zero-tolerance approach towards bullying of any kind.

Pupils

Pupils are expected to take personal responsibility for their behaviour and choices they make both inside and outside of school.

Pupils are encouraged to support their peers and adopt the ethos of being a 'telling school.'

Pupils should support the school's stance of zero tolerance towards bullying, prejudice and harassment, reporting any witnessed or suspected incidents either verbally or through written communication with key staff members.

5. CATEGORIES OF BULLYING: (non-exhaustive examples)

Physical: Any unwanted or inappropriate touching, hitting, pushing, shoving, kicking, pinching, poking, physical intimidation, damaging or taking belongings, threats of violence and extortion.

Verbal: Name-calling, teasing, insulting comments, mimicry, verbal abuse, swearing, spreading rumours, victimisation following allegation of bullying (retribution).

Emotional: Deliberate exclusion from groups, damaging reputation, spreading rumours, torment, ridicule, isolation, revealing personal information, inciting or coercing others, refusal to work with another pupil.

Cyber: use of social networking sites (e.g. Facebook, Instagram, Snap Chat, Twitter, Youtube, Pinterest, Whatsapp etc.), web based games consoles, mobile phones, MMS or other messaging channels to verbally or emotionally harm or embarrass another.

6. TYPES OF BULLYING: (non-exhaustive examples)

- Homophobic
- Racist
- Sexist
- sexual
- Related to home circumstances
- Related to disability, Special Educational Need or health



- Transphobic
- Related to culture
- Related to appearance

Our measures to prevent all forms of bullying are in line with the Equality Act 2010.

Where it is suspected that a pupil is suffering, or is likely to suffer significant harm due to bullying, this should be addressed as a child protection issue (See safeguarding Policy: peer-on-peer abuse) under the Children Act 1989.

Although bullying is not a criminal offence in the UK, some kinds of harassment or threatening behaviour could be, such as sending threats or public humiliation on a mobile phone (Malicious Communications Act 1988).

7. PROCEDURES

The school procedures are intent to support personal responsibility with all pupils. We understand that pupils can be witness to incident of bullying and that relationships can become strained as a natural experience of growing up. We have procedures in place to regulate the conduct of pupils and promote that all actions are a choice. We educate the pupils on the risks and effects of bullying, both for the victim and perpetrator. We believe in the strong relationships with parents and carers and we expect the school's decision to be given full parental support.

8. PREVENTION

As a school we adhere to British values. This gives us a clear link to ensure our daily language and actions are centred around respect and tolerance. As such we seek to prevent issues of bullying arising by educating staff and pupils on the risks associated with bullying.

- Regular evaluations of anti-bullying approach to ensure advances in technology are also included.
- Staff will educate pupils on how to stay safe online
- No mobile phones are permitted during school time
- Regular consideration of pupil voice to check pupil understanding of their role to ensure bullying is addressed accordingly and never accepted.
- Consistent implementation of PSHCE programme addressing issues relating to British values and Bullying
- Celebration of Anti-Bullying week and linked Year assemblies educating pupils on bullying issues.
- Pupils have clear, simple and discreet methods of reporting any bullying issues or concerns.



- Pupils have access to pupil services and adult supervised areas at all times of the day including before and after school should they feel insecure or anxious.
- Maintain links with voluntary organisations, PCSO's and other youth-based support to enhance support and education around bullying.

9. REPORTING BULLYING

The school has numerous ways of reporting incidents of bullying. We believe that school should be a 'telling school' and take all appropriate actions to promote this ethos. Reporting methods include:

- Report forms which can be completed by pupils and handed into staff
- An anonymous 24 hour text line that all pupils are provided with a card and the number is printed in the pupil planner
- Discussion with members of staff
- All incidents of suspected bullying, including name calling, is logged through our Child Protection Online Monitoring System (CPOM's) which is then followed up by designated staff.

10. INVESTIGATING BULLYING

An incident or suspicion of bullying is taken seriously and immediately addressed. The procedure for dealing with bullying is below, but given the nature of some incidents this is a flexible approach that may be adapted where necessary, depending on circumstances:

- Parents and Carers of both victim and perpetrator are contacted within 24 hours
- The alleged perpetrator is likely to be withdrawn during investigation
- Restorative justice always takes place to ensure that the victim feels confident and safe around school
- A programme of support is provided for both the victim and perpetrator and the situation is monitored closely by key staff
- Records are kept of all bullying incidents including prejudice related behaviour and name-calling. These are used for monitoring and actions purposes, especially identifying potential emerging trends that the school may need to address. This is logged through CPOMs.
- A review meeting is held with pupils after a period of time to review the situation and ensure no further incidents have occurred.



11.RECORDING BULLYING

Bullying or prejudiced related incidents are recorded on CPOMs, to identify a difference in types of behavioural incidents. The logged report is reviewed by pastoral and safeguarding staff immediately and a discussion can follow, allowing this to be a swift process. This ensures bullying, prejudice related behaviour and name-calling incidents can be investigated fairly and consistently. This is then added to the behaviour log of the perpetrator to keep a record should there be a repeat offence.

12.STAFF TRAINING

Key staff attend seminars on anti-bullying to keep up to date with new developments. Opportunities throughout the year are sought to develop whole staff awareness of signs and risks associated with bullying. Staff training on how to log incidents using CPOMs.

13.INTERRELATIONSHIP WITH OTHER POLICIES

In order for this policy to be effective it directly links with other policies such as the Behaviour Policy, the Acceptable Use Policy, E-Safety policy and SEND policy that are in place.

USEFUL WEBSITES

- <https://www.gov.uk/bullying-at-school>
- www.bullying.co.uk
- www.anti-bullyingalliance.org.uk
- www.ncb.org.uk
- www.antibullying.net

REVIEW

This policy will be reviewed annually.