



Anti-bullying policy September 2021

Intent

At Delamere School we are committed to the well-being of all members of the school community. We wish to work towards this in all aspects of school life, and to provide an ethos, environment and curriculum that will support the social, emotional and mental health of the whole school community. We recognise that understanding our emotions is a key aspect of managing behaviour.

It is acknowledged that members of the school community may have very different parenting experiences and views on behaviour. However, the aim of our Attachment Aware Behaviour Regulation Policy is to bring us all together to adhere to some basic key principles and practices that reflect our school ethos and continue to create a calm and purposeful environment for all.

Delamere School treats all children with unconditional respect and has high expectations for both adults' and children's learning and social behaviours. It prides itself on excellent relationships and high level of care. We understand that positive behaviour can be taught and needs to be modelled. We understand that negative behaviour can signal a need for support which we will provide without diluting our expectations and the need for rules and boundaries. We aim to help children learn to self-manage/self-regulate their own emotions and behaviour, develop reflective thinking and make sense of their experiences, hopefully beyond school and into the 'real world'.

This will ensure that the school provides an environment where every child can feel:

- safe
- healthy
- able to enjoy and achieve
- able to contribute where possible to future economic well-being
- able to make a positive contribution.

Implementation

To protect the rights of all children to have a safe and secure learning environment Delamere School will continuously work towards preventing acts of bullying, harassment, and other forms of aggression and violence as these behaviours are unacceptable and interfere with both our school's ability to educate children and a child's ability to learn.

If such a case arises, the staff at Delamere School will follow the anti-bullying guidelines laid out in this policy.

This will enable staff to:

- identify children displaying unacceptable behaviour and know how to support them in order that they develop the necessary skills to participate in the school community effectively and positively
- keep all other children safe, happy and confident
- identify signs that indicate that a pupil may be experiencing bullying but are not reporting it.

Definition of bullying

Bullying is defined as repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe.

- Physical: Deliberately hurting particular children on a regular basis
- Verbal: Deliberately hurting feelings through name-calling etc.
- Ostracising: Making someone feel left out and different by deliberately setting out to exclude them

There are many different kinds of bullying including:

- bullying related to race, religion or culture
- bullying related to special educational needs
- bullying related to appearance or health
- bullying related to sexual orientation
- bullying of young carers or looked after children, or related to home problems
- sexist or sexual bullying
- cyber bullying.

Definition of cyber-bullying

Cyber-bullying is the use of technology such as mobile phones, email, chat rooms or social media sites such as Facebook and Twitter to harass, threaten, embarrass, intimidate or target a child. Unlike physical bullying, cyber-bullying can often be difficult to track as the cyber-bully (the person responsible for the acts of cyber-bullying) can remain anonymous when threatening others online, encouraging them to behave more aggressively than they might face-to-face.

Actions NOT considered to be bullying

All children have upsets and squabbles; these are not classed as bullying and are dealt with through the Behaviour Policy. Actions not considered to be bullying are:

- not liking someone
- being excluded (unintentionally)
- accidentally bumping into someone
- making other children play things a certain way
- a single act of telling a joke about someone
- arguments
- expression of unpleasant thoughts or feelings regarding others
- isolated acts of harassment, aggressive behaviour, intimidation, or meanness.

Reasons for bullying

Some reasons why children might bully someone include:

- they think it's fun, or that it makes them popular or cool
- they feel more powerful or important, or they want to get their own way all the time
- they feel insecure or lack confidence or are trying to fit in with a group
- they are fearful of other children's differences
- they are jealous of another child
- they are unhappy
- they are copying what they have seen others do before, or what has been done to them.

The effects of bullying

All forms of bullying cause psychological, emotional and physical stress. Each child's response to being bullied is unique, however some signs that may point to a bullying problem are:

- depression and anxiety
- increased feelings of sadness, helplessness, decreased self-esteem and loneliness
- loss of interest in activities they used to enjoy
- unexplainable injuries
- lost or destroyed clothing, books, electronics, or jewelry
- frequent headaches or stomach aches, feeling sick or faking illness
- changes in eating habits, like suddenly skipping meals or binge eating. Children may come home from school hungry because they did not eat lunch
- difficulty sleeping or frequent nightmares
- loss of interest in schoolwork, or not wanting to go to school
- sudden loss of friends or avoidance of social situations
- self-destructive behaviours such as running away from home, harming themselves, or talking about suicide.

Roles and responsibilities

The Education Act 2002, Education and Inspections Act 2006 and Equalities Act 2006 all make reference to a school's legal responsibility to prevent and tackle bullying. By law, all state schools must have a behaviour policy in place and displayed on their website and must also follow anti-discrimination law. This means staff must act to prevent discrimination, harassment and victimisation within the school.

During school hours, including while pupils are taking part in school visits and after school clubs the school has direct responsibility to ensure children feel safe and secure.

The role of Governors

The Governing Body supports the headteacher in all attempts to eliminate bullying from the school. The governing body will not condone any bullying at all, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately.

The governing body monitors incidents of bullying that do occur and reviews the effectiveness of this policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of the school's anti-bullying strategies.

A parent/carer who is dissatisfied with the way the school has dealt with a bullying incident can make a complaint to the Chair of Governors. The complaint will be dealt with in accordance with the complaints policy which can be accessed from the school's website.

The role of the Headteacher

It is the responsibility of the headteacher to implement the school's anti-bullying strategy, to ensure that all stakeholders are aware of the school policy, and that they know how to identify and deal with incidents of bullying. The headteacher will report to the governing body about the effectiveness of the anti-bullying policy on request.

The headteacher will ensure that all members of staff receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The headteacher will set the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the staff

Members of staff will do all that they can to eradicate bullying; they will ensure that they follow the school's anti-bullying policy.

All members of staff will routinely attend training that equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

Staff will use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They will use drama, role-play, stories etc. within the curriculum, to help pupils understand the feelings of bullied children and to practise the restraint required to avoid lapsing into bullying behaviour. Ring fenced time will also be used to praise, reward and celebrate the successes of all children (such as celebration evenings or assemblies) and thus to help create a positive atmosphere.

Members of staff will keep a vigilant watch on suspected 'bullies'; any incidents will be handled carefully. It is important that the child responsible for initiating the bullying is dealt with appropriately. All cases are individual and various strategies will be employed by the staff to address the issue such as simple forms of restorative justice, a strong commitment to inclusion, work to develop anger management skills, social skills, developing the ability to react in an agreed way, building resilience, improving emotional health and finding opportunities for relaxation

Teachers and support staff will do all they can to support a child who is being bullied primarily through listening to their voice carefully through whatever communication

method is being used, involving parents in any decisions, and continuing to monitor for as long as necessary.

The Headteacher will be informed of all reported bullying incidents via CPoms.

(See Procedure below)

Bullying in the workplace

Incidents, where it has been deemed that a member of staff has been bullying a child, will be taken very seriously. The Headteacher, with the support of the Governing Body, will deal with this; formal action will be taken where necessary. Such action will also be taken if it is deemed that a member of staff is bullying other members of staff.

In the event of the Headteacher being involved in such incidents, reports will be given immediately to the Chair of Governors who will also take formal action where necessary.

If you are a member of staff who is experiencing bullying (by other adults or students), you should inform your line manager, or a member of the senior leadership team as soon as possible. You can contact the Governors if you feel the situation is unresolved. For visitors to the school, any concerns should be directed to the Headteacher.

The role of Parents/Carers

Parents/carers, who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher, immediately in a calm manner. If they are not satisfied with the action taken they should contact the relevant Head of Department. If they remain dissatisfied, they should follow the school complaints procedure. Parents/carers have a responsibility to support the school's anti-bullying policy by actively encouraging their child to be a positive member of the school.

The role of Pupils

Pupils are encouraged to tell somebody they trust such as a teacher, personal support worker, senior leader etc. if they are being bullied, and if the bullying continues they must keep on letting people know; children are taught several strategies to help them with this.

Pupils are also encouraged to participate fully in activities that raise their awareness about bullying in order that they clearly understand how to recognise bullying when it happens and what to do if they, or another child, are being bullied.

Reporting, sanctions and monitoring

All members of Delamere School are encouraged to challenge all forms of bullying including prejudice- based bullying if they come across it.

Procedures

The following steps must be taken when dealing with incidents of bullying:

- If bullying is suspected or reported to a member of staff, the incident will be dealt with immediately by the class teacher. This should then be logged on CPoms.
- A clear account of the incident will be recorded on CPoms including the victim's verbal statement as appropriate or what they witnessed as a member of staff.
- Designated Safeguarding Lead staff are notified of any reports input to CPoms via email.
- DSL staff record any follow up actions and outcomes as appropriate to each individual case. In this way patterns of behaviour are tracked as they emerge.
- Parents will be kept informed as a matter of course.
- Class teacher will be kept informed and asked to monitor the situation
- A range of sanctions will be used as appropriate and in consultation with all parties concerned. These sanctions could include: verbal or written warnings, restrictions of break and lunchtime activities, fixed term and in the event of persistent bullying, permanent exclusion. Where appropriate the headteacher may inform the police.

Such incidents include:

- violence or assault
- theft
- repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages
- hate crimes.

This school has set procedures to follow in implementing sanctions where a bullying incident has occurred, as described above sanctions are applied in appropriate proportion to the event. In the event of all other avenues being exhausted, or in particularly serious cases that lead to exclusion, governors will examine the evidence that a wide range of strategies had been tried and failed to affect a positive change in the bullying behaviour.

Monitoring, evaluation and review

Governors, the headteacher and relevant staff will review this policy every three years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

The school council will review the effectiveness of the policy and their views given to the headteacher.

A record of all such incidents will be kept both centrally and on students' files

The numbers of incidents will be reported to governors annually or provided to them at any time on request

Bullying data will be analysed to drive further strategies to improve procedures

Strategies to reduce bullying

Delamere School has adopted a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and those displaying bullying behaviour, including:

- The consistent promotion of the school's Rights Respecting ethos which requires all pupils to respect the rights of others
- The reinforcement of the clear message that violence has no place at school
- Take part in initiatives such as Anti-Bullying Week
- Training for all members of staff on anti-bullying policy and strategy
- The careful supervision by school staff of all play areas at lunch times and breaks
- Providing information to all parents on the symptoms of bullying and the steps to take if they suspect their child is being bullied
- A clear policy of mobile phones not permitted to be in use during school hours
- The celebration of all student's backgrounds and cultures through assemblies
- During assemblies and PHSE learning sessions discuss and explore bullying issues with the children
- Raising awareness of cyber bullying and teaching children to safely use technology (including mobile phones, email, internet)

Impact

All children at Delamere regardless of race, gender, religion or family background will be treated with respect at all times and feel safe whilst in school.