



# Dane Bank Primary School

*"Dream it. Believe it. Achieve it. Together, it is possible..."*

## Anti-Bullying Policy

This Anti-Bullying Policy was reviewed and amended by Joanne Lennon, Headteacher	October 2023
This Anti-Bullying Policy was approved by the Local Governing Committee in	October 2023
The Anti-Bullying Policy will be reviewed every 2 years, or more regularly in the light of any significant new developments. The next anticipated review date will be:	July 2025

*This school is committed to safeguarding and promoting the wellbeing of all children and expects our staff and volunteers to share this commitment.*

*This policy reflects the commitment of the staff and Governors of Dane Bank Primary School to promote equality. We will work to ensure that groups with the protected characteristics of gender, race, disability, age, gender reassignment, religion and belief, pregnancy and maternity, marriage and civil partnership and sexual orientation are free from discrimination and harassment. Our school will endeavour to address any barriers which could lead to unequal outcomes for identified groups.*

## **Bullying – What is it and how does it differ from relational conflict?**

This policy refers to all forms of bullying - this includes bullying relating to race, religion and culture, homophobic bullying, bullying related to special educational needs and disabilities, sexist and sexual bullying, and the use of cyber technology to bully.

At Dane Bank Primary School, we have adopted the definition of bullying provided by the Anti-Bullying Alliance:

***“Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.”***

We recognise that bullying can take many forms and can affect any child. It is often motivated by prejudice against particular groups (for example on grounds of race, religion, gender, sexual orientation, special educational needs, or disabilities, or because a child is adopted, in care or has caring responsibilities). Bullying can be motivated by actual differences between children, or perceived differences.

However, we also recognise that incidents may occur between pupils, which may not be deemed as ‘bullying’ but still require support or intervention from trusted adults. These incidents may be referred to as ‘relational conflicts’ or falling out. Relational conflict differs to bullying in the fact that it is usually between individuals or groups who are relatively similar in power and status (a power balance), and the behaviours or incidents occur occasionally (not repetitive) or occur by accident (not intentional). Usually, following a relational conflict incident, pupils show remorse and there is a general willingness to make things right or to resolve the conflict.

Not all relational conflict or falling out leads to bullying, but our school is aware occasionally some can, and we are mindful that unresolved bad feelings or relationship problems left unaddressed can be the start of a pattern of behaviour in which the intention becomes to cause harm or distress.

Although bullying and relational conflicts can take place between individuals, we recognise that it often takes place in front of others (either physically or virtually), pupils who witness these incidents/behaviours are often referred to as ‘bystanders’.

Regardless of whether an incident or situation is deemed as ‘relational conflict’ or ‘bullying’, our school will address the situation and support the pupils to resolve any negative feelings. Our school will monitor children following a relational conflict to ensure that the situation has been resolved and does not escalate to bullying. Our school will challenge, address, and monitor any incidents of bullying, to ensure that it does not continue and that all pupils feel supported (this will include the target, the alleged perpetrator, any bystanders, and the wider school community).

Bullying will not be accepted or condoned. All forms of bullying will be addressed.

Bullying can take many forms including:

- Cyber-bullying via text messages, social media or gaming, which can include the use of images or video.
- Physical pushing, kicking, hitting, pinching etc.
- Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation, and the continual ignoring of individuals
- Racial taunts, graffiti, gestures.
- Sexual comments, and/or suggestions.
- Unwanted physical contact

Under sections 90 and 91 of the Education and Inspections Act 2006, school staff members have the power to discipline pupils for misbehaving outside the school premises. This may include bullying incidents. Where bullying outside school is reported to school staff, it will be investigated and acted on. Any subsequent sanction will take place on school premises when the pupil is under lawful control of school staff. In all cases of bullying, the Headteacher will consider whether it is appropriate to contact the police, Children's Social Care or other relevant external agencies.

We are aware that children from ethnic minorities, disabled children, adopted children, young carers and those with learning difficulties etc. are more vulnerable to this form of abuse and may well be targeted.

### **Support for Staff Who Are Bullied:**

In addition to taking measures to prevent and tackle bullying among pupils, Dane Bank is committed to ensuring that bullying of staff, whether by pupils, parents or colleagues is taken seriously. Such issues will be dealt with in consultation with internal policies, Human Resources, unions and other relevant agencies as deemed appropriate.

### **Policy Aims:**

The aims of our Anti-Bullying Policy are as follows:

- To create an ethos in which attending our school is a positive experience for all members of our community
- To make it clear that all forms of bullying are unacceptable at our school.
- To enable everyone to feel safe while at Dane Bank Primary School.
- To encourage pupils to report incidents of bullying, including cyber bullying.
- To deal with each incident of bullying as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents, carers and other appropriate members of our community.

- To ensure all members of our community feel responsible for helping to reduce bullying.

## **Statement of Intent:**

We, at Dane Bank Primary School, believe that:

- Bullying, including cyber bullying, is unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness. We are a 'telling' school.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- Pupils will talk to an adult if they are worried about bullying, including cyber bullying, and have a right to expect that their concerns will be listened to and treated seriously.
- Our pupils are involved in decision-making about matters that concern them.
- We tackle bullying best by encouraging an environment where individuality is celebrated and individuals can develop without fear.
- We maintain and develop effective listening for children and staff within our school. E.g. through PSHE (Jigsaw), assemblies and constantly promoting the message that all our children are important and have the right to be safe, happy, respected and listened to and supported.
- We ensure all staff address incidents of bullying, including cyber bullying, effectively and promptly.
- We ensure that all adults who have contact with our children e.g. midday assistants, coaches, part-time staff, volunteers, support staff, governors etc. know how to respond if they witness or are told of a bullying incident.
- We communicate with parents and the wider school community effectively on the subject of bullying, its definitions and how to report it.
- We acknowledge the key role of every staff member in dealing with incidents of bullying.
- We ensure that all incidents of bullying are recorded using the Child Protection Monitoring System [CPOMS] and appropriate use is made of the information, where appropriate, sharing it with relevant organisations, providing support and education for both the victim and the bully in order to affect future behaviour.
- We promote emotional health and wellbeing across the whole school and for all members of our community to role-model this in all situations.

## **Reporting incidents of bullying: Advice for parents/carers:**

There are several methods for reporting suspected bullying incidents:

- Please make a report in person
- Please contact the school by phone and ask to speak to your child's teacher in the 1<sup>st</sup> instance
- Please email the school
- Please write a letter

Our contact details are:

Dane Bank Primary School  
Thornley Lane South  
Reddish  
Stockport  
SK 5 6QG

### **Investigating allegations of bullying:**

When parents have raised a concern about a potential bullying issue, it is important that they be assured that action will be taken.

Our response will be as follows:

- The class teacher, will contact the parent making the report about their concern within one school day. If they are not available, the school administrator will ensure the message is passed to them.
- The class teacher will talk to all parties concerned to establish what has happened and if the incident is considered bullying.
- The class teacher will talk to the parents of the victim and the parents of the bully (This would usually be done separately) within 2 working days dependent upon the availability of all parties.
- The class teacher will then continue to monitor all pupils involved and ensure that any further incidents are recorded and followed up quickly.

**Please be aware that we cannot discuss any child to anyone other than their own parent.**

### **Shared responsibilities:**

We believe that everyone involved in the life of Dane Bank Primary School must take responsibility for promoting a common anti-bullying approach.

We agree to:

- Tell – don't keep bullying-related issues to yourself
- Be supportive of each other.
- Provide positive role models
- Convey a clear understanding that we disapprove of unacceptable behaviour
- Be fully involved in the development of the Anti-Bullying Policy and support anti-bullying practice
- Support each other in the implementation of this policy

### **Staff; including support staff and supply staff**

**A clear outline of how we respond to bullying incidents including the recording procedure and possible sanctions:**

- **All staff** are expected to report incidents of bullying to the Headteacher and Senior Leadership Team via CPOMS

- **All staff** have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.

Staff have agreed to:

- Provide children with a framework of behaviour including rules which support the whole school policy
- Reiterate our school values to children regularly and discuss how we can demonstrate these values day to day.
- Emphasise and behave in a respectful and caring manner to the children and colleagues, to set a good tone and help create a positive atmosphere
- Raise awareness of bullying, including cyber bullying, through the curriculum including activities, stories, role-play, discussion, peer support, school council, etc.
- Through the Headteacher, to keep the Governing Body well informed regarding issues concerning behaviour management

### **Governors:**

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying
- Regularly monitor via Headteacher reports and to be aware of the effectiveness of this policy
- Identify one Governor to be the nominated 'link' within the leadership structure – information regarding the Link Governor can be found on our school website.

Through the development and implementation of this policy, we at Dane Bank Primary School strive to ensure that all children, parents/carers and staff will:

- Feel confident that everything is being done to make our school a safe and secure environment in which quality learning can then take place
- Feel supported in reporting incidents of bullying, including cyber bullying
- Remember that we are a 'telling' school and be reassured that if any member of our school 'tells', they will be listened to with sensitivity and respect, and action will be taken.

## **APPENDIX A**

### **All STAFF**

#### **Advice on when reacting to a specific incident**

It may be useful for staff to consider the following:

- Has the incident with the same person or people occurred several times within a reasonably short period of time?
- Is it a disagreement or the result of play which has got out of hand?
- Is it a 'falling out of friends' matter?
- Has the child had at least partial responsibility for the incident?
- Is there a pattern to the incidents?
- Has there has been any change in the child's behaviour?

Although incidents may not be bullying, they should always be reported on CPOMS, followed up thoroughly in school and dealt with appropriately with timeliness and sensitivity.

All incidents of bullying (as defined in our policy) will be recorded by the school using CPOMS.

The Headteacher and Deputy Headteacher will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents/carers of all children involved will be informed of what has happened, and how it has been dealt with.

All discussions and actions relating to the incident/investigation will be documented.

## **APPENDIX B**

### **ADDITIONAL INFORMATION FOR PARENTS/CARERS**

Whenever a bullying incident is discovered, we will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

Before progressing it may be useful for parents/carers to consider the following:-

- Has the incident with the same person or people occurred several times within a reasonably short period of time?
- Is it a disagreement or the result of play which has got out of hand?
- Is it a 'falling out of friends' matter?
- Are you sure your child has not had at least partial responsibility for the incident?
- Can you recognise a pattern to the incidents?
- Have you noticed any change in your child's behaviour? (Although incidents may not be bullying they should always be followed up thoroughly in the school and dealt with appropriately.)

When a bullying incident has come to the attention of Dane Bank Primary School, it will always be taken seriously, investigated and actioned. However, we cannot report back to the parent/carer about any child except their own.

Dane Bank Primary School will:

- Talk the incident through with all parties involved
- Support the person who has been bullied to express their feelings and make appropriate provision for their needs. The nature and level of support will be dependent on individual circumstances.
- Support the person displaying the bullying behaviour to express their feelings and consider any motivational factors.
- Discuss which rule(s) have been broken
- Discuss strategies for making amends

Actions will be in line with our Behaviour Policy, and may include:

- Explanation of why the inappropriate behaviour is unacceptable
- Reparation of damaged relationships
- Restorative approaches
- Time away from an activity
- Meeting with staff, parent and child
- Missing another activity
- Formal letter home from the Headteacher expressing concerns
- Time out from peers
- Pastoral support plan
- Fixed term exclusion
- Permanent exclusion

## **APPENDIX C**

### **Key elements of an effective policy**

1. Is there a shared understanding of what constitutes bullying across the setting? (Children, young people, staff, governors/trustees, parents/carers)
2. Are the views of children and young people on the extent and nature of bullying canvassed regularly?
3. Is it clear how children can contribute ideas about how to tackle bullying?
4. Is there a safe and secure means of complaining about bullying?
5. Do children feel able to tell a member of staff if they are being bullied, or if they have seen someone else being bullied or that someone is bullying?
6. Do children feel that there will be consistent response whichever member of staff they tell?
7. Is bullying dealt with promptly?
8. Is bullying dealt with consistently and fairly?
9. Are children aware of sanctions that may be applied to cases of bullying?
10. Are children who display bullying behaviour supported to change their behaviour?
11. Do children who are the targets of bullying feel supported?
12. Is the policy and practice consistent with The Equality Act 2010?
13. Has the policy been subject to analysis?
14. Is support at times of transition and for particularly vulnerable groups clearly identified?
15. Do all people within the setting respond in line with the whole-setting approach?
16. Do all people within the setting feel they have had adequate training about bullying and how to respond to it?
17. Are there peer support schemes in place?
18. Do visual displays within the setting demonstrate a non-tolerance of bullying and show what help is available from both in and outside the setting (websites, helplines etc)?
19. Are records kept of incidents of bullying?
20. Is the data from this analysed for patterns (people, places, groups)?
21. Does this analysis inform changes to practice?
22. Do parents know who to contact if they are worried about bullying?

For further information please refer to the following documents:

- Preventing and Tackling Bullying [July17 DfE]
- The Equality Act 2010
- Keeping Children Safe in Education 2021
- Working Together to Safeguard Children
- Behaviour Policy October 2021

Useful information regarding bullying can be found through the Anti-Bullying Alliance: <https://anti-bullyingalliance.org.uk/>