ANTI-BULLYING POLICY

DATE	STATUS	SUMMARY
1/12/15	reviewed	
11/12/18	reviewed	
23/11/22	Reviewed and updated	
22/11/23	Reviewed	

Anti-Bullying Policy and 'E-safety'

Introduction
Every child at Dishforth Airfield Primary School irrespective of ability, ethnic origin, gender or social background has the right to enjoy learning and social activity in school free from any intimidation. Our school will not tolerate bullying behaviour of any kind including unkind actions or remarks, verbal taunting and exclusion from groups. This ethos will be communicated throughout the school by the attitudes and actions of the school community. These are reflected in our,

- school aims and values
- school expectations
- PSHCE (personal, social, health and citizenship education)
- collective worship
- anti-bullying week (November)
- E-safety learning through the Computing and PSHE curriculum

If any parent / carer suspects that their child is being bullied the class teacher must be told immediately.

Aims:
- To be aware of the quantity and particular nature of bullying that takes place in school (e.g. physical/name calling/racist abuse/homophobic bullying)
- To be aware of areas of the school that pose a threat to pupils and take appropriate actions to reduce threats
- To create a caring community where all children feel able to communicate their feelings and concerns not only to adults in the school but also to one another

Objectives:

- This policy outlines what Dishforth Airfield Primary School will do to prevent and tackle all forms of bullying;
- Dishforth Airfield Primary School Dishforth Airfield Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form;
- Dishforth Airfield Primary School recognises that bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for social, emotional and mental wellbeing;
- By effectively preventing and tackling bullying, Dishforth Airfield Primary School can create a safe environment where the potential of everyone in its community is nurtured and developed to reach their full potential

Purpose:

- Dishforth Airfield Primary School will support staff to promote positive relationships, to help prevent bullying;
- Dishforth Airfield Primary School recognises that some members of our community may be more vulnerable to bullying and its impact than others;

being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required;

- Dishforth Airfield Primary School has a commitment to intervention by identifying and tackling bullying behaviour appropriately and promptly;
- Dishforth Airfield Primary School will ensure that children are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by this Anti-bullying policy;
- Dishforth Airfield Primary School requires all members of the community to work to uphold this Anti-bullying policy;
- Dishforth Airfield Primary School will report back to parents and carers regarding concerns on bullying, dealing promptly with complaints;
- Dishforth Airfield Primary School recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents and carers regarding all reported bullying concerns and will seek to keep them informed at all stages;
- Dishforth Airfield Primary School seeks to learn from good anti-bullying practice elsewhere;
- Dishforth Airfield Primary School will utilise support from the Local Authority and other relevant organisations when appropriate

Definition of Bullying:

Bullying is the "behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017).

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 rumour.

This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying can be a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Bullying is not having a single argument or fight with someone. It is not saying something bad to someone once when you are angry. Bullying goes on deliberately (on purpose) over a period of time.

Forms and Types of Bullying Covered by this Policy:

Bullying can happen to anyone.

This policy covers all types and forms of bullying including:
- Bullying related to appearance or physical/mental health conditions;
- Bullying of young carers, children in care or otherwise related to home circumstances;
- Emotional bullying;
- Sexist, sexual and transphobic bullying;

- Bullying via technology, known as online or cyberbullying;
- Prejudicial bullying (against people/children with protected characteristics):
- Bullying related to race, religion, faith and belief and for those without faith;
- Bullying related to ethnicity, nationality or culture;
- Bullying related to Special Educational Needs or Disability (SEND);
- Bullying related to sexual orientation (homophobic/biphobic bullying);
- Gender based bullying, including transphobic bullying;
- Bullying against teenage parents (pregnancy and maternity under the Equality Act)

Responding to Bullying:

The following steps may be taken when dealing with all incidents of bullying reported to the School:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern;
- School will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate;
- The head teacher/Designated Safeguarding Lead (DSL) or another member of leadership staff will interview all parties involved;
- The DSL will be informed of all bullying issues where there are safeguarding concerns. If there are any safeguarding concerns the DSL will follow the procedures set out in the school's Child Protection Policy;
- The School will speak with and inform other staff members, where appropriate;
- The School will ensure parents and carers are kept informed about the concern and action taken, as appropriate and in line with the Child Protection Policy;
- Consequences, as identified within the Behaviour policy, and support will be implemented in consultation with all parties concerned;
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm;
- Where the bullying of or by children takes place off school site or outside of normal school hours (including cyberbullying), the School will ensure that the concern is fully investigated. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the Behaviour policy;

Reporting: A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

Cyberbullying:

- Cyberbullying (or online bullying) is bullying using technologies, particularly over the internet or via mobile and gaming networks;
- Cyberbullying is the use of technologies by an individual or by a group of people to deliberately and repeatedly upset someone else;
- Technology can be used to carry out a wide range of unacceptable or illegal behaviours
- Cyberbullying can be an extension of face-to-face bullying, with technology providing an additional route to harass an individual or group. It can also be a way for someone being bullied face-to-face to retaliate;
- Cyberbullying can be carried out by individuals or groups who are known to the person being bullied. There are also cases where individuals have been cyberbullied by people or groups they have never met;
- School recognises that any member of the school community; child, staff member, parent or carer; can be involved in and be affected by cyberbullying;
- Cyberbullying can take place between children; between children and staff; between parents, carers and children; between parents, carers and staff; and between staff members'
- Dishforth Airfield encourages parents and carers to take responsibility for their child's internet usage. This includes their child's use of all social media platforms and how their child interacts online with other members of their community.
-

When responding to cyberbullying concerns, Dishforth Airfield will:

- Act as soon as an incident has been reported or identified,
- Provide appropriate support for the person who has been cyberbullied;
- Work with the person who has carried out the bullying to ensure that it does not happen again;
- Inform and work with parents to mitigate against future issues involving cyberbullying;
- Consider confiscation and a search of children's' electronic devices, such as mobile phones, in accordance with the law, specifically section 15 of the DfE 'Searching, Screening and Confiscation at School - January 2018) advice; Request the deletion of locally held content and content posted online if they contravene Dishforth Airfield's Behaviour Policy;
- Ensure that consequences are applied to the person responsible for the cyberbullying; in conjunction with steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need;
- Inform the police if they believe a criminal offence has been committed;
- Provide information to staff and children regarding steps they can take to protect themselves online. This may include:
    - advising those targeted not to retaliate or reply;
    - providing advice on blocking or removing people from contact lists;
- Helping those involved to think carefully about what private information they may have in the public domain;
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation;
- Take all available steps where possible to identify the person responsible.
-

Supporting Children who have been bullied:

Children who have been bullied will be supported by:

- Reassuring the child and providing continuous pastoral support;
- Offering an immediate opportunity to discuss the experience with their teacher, the DSL, or a member of staff of their choice;
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate;
- Working towards restoring self-esteem and confidence;
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers;
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through the Children and Young People's Mental Health Service (CYPMHS).

Children who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change;
- Informing parents and carers to help change the attitude and behaviour of the child;
- Providing appropriate education and support regarding their behaviour or actions;
- If online, requesting that content be removed and reporting accounts/content to service provider;
- Consequences, in line with Dishforth Airfield's Behaviour policy; this may include official warnings, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term suspension or permanent exclusions;
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or the Children and Young People's Mental Health Service (CYPMHS).

Supporting Adults who have been Bullied:

Dishforth Airfield Primary School recognises that bullying of staff, whether by children, parents, carers or other staff members, is unacceptable.

Employees who have been bullied or affected will be supported (when relevant) through the Disciplinary and / or Grievance policy (HR) or Concerns and Complaints Policy.

Preventing Bullying:

Dishforth Airfield Primary School will:
- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all;
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse);

- Dishforth Airfield recognises the potential for children with SEN and disabilities to be disproportionally impacted by bullying and will implement additional pastoral support as required;
- Openly discuss differences between people that could motivate bullying, such as:
  - children with different family situations,
  - looked after children,
  - those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference;
- Challenge practice and language (including 'banter');
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly;
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying;
- Actively create "safe spaces" for vulnerable children and young people;
- Celebrate success and achievements to promote and build a positive school ethos.

The policy was agreed by all staff and Governors on 23rd November 2022 and will be reviewed in line with school development priorities.

Headteacher: Julie Lyon   Date 23/11/22

Chair of Governors: Jim Brown   Date 23/11/22

Reviewed November 2022

"E Safety 10 Top Tips" for Children and Young People

1. Treat your password like your toothbrush – keep it to yourself
2. Only give your mobile number or personal website address to trusted friends
3. Block the bully – learn to block or report someone who is behaving badly
4. Save the evidence – learn how to keep records of offending text messages, pictures or online conversations
5. Don't retaliate or reply
6. Check your profile and make sure it doesn't include any personal information
7. Always respect others – be careful what you say online and what images you send
8. Think before you send – whatever you send can be made public very quickly and could stay online forever
9. Look out for your friends – and do something if you think they are at risk
10. Tell your parent, carer or a teacher if something or someone makes you feel uncomfortable or worried

Finally, if you have other questions, contact www.thinkuknow.com or www.chatdanger.com for further information.