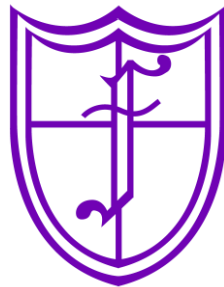# PORTICO
ACADEMY TRUST

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Anti-Bullying Policy

Date Written/Reviewed: September 2023

Next Review Date: March 2024

Person Responsible: Scott Roche

Signature of Principal: *C. McClay*

Date: September 2023

Checked by Link Trustees

School Ethos

At Friars we have a caring, co-operative whole school ethos which aims to develop positive behaviour where both staff and pupils respect and value individual differences and diversity. Staff continuously model and reinforce the development of empathy and understanding of how our actions affect others. We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each another with respect and kindness.

We ensure our children leave our school as citizens ready to be part of modern Britain.

We recognise the importance of preparing our children for life in modern Britain and within this the values advocated by the government:

- The rule of law
- Individual liberty
- Mutual respect
- Tolerance of those of different faiths and belief

Aims and purpose of the policy

This policy is based on DfE guidance "Preventing and Tackling Bullying. Advice for the Headteacher, staff and governing bodies" (July 2017) and supporting documents "Cyberbullying: advice for the Headteacher and school staff" and "Advice for parents and carers on cyberbullying" (Nov 2014).

This policy outlines how Friars Primary School and Nursery intends to prevent and tackle bullying. The policy was created through the involvement of the whole school community and we are committed to maintaining an anti-bullying culture whereby no bullying will be tolerated.

Bullying of any kind is unacceptable and will not be tolerated. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

Definition of bullying

Bullying is "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 be carried out by an individual or a group of people towards an individual or group.

The nature of bullying can be:
- Physical – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- Attacking property – such as damaging, stealing or hiding someone's possessions
- Verbal – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- Psychological – such as deliberately excluding or ignoring people
- Online – such as using text, email or other social media to write or say hurtful things about someone

This policy covers all types of bullying which may include:

- Race, religion or belief.
- Class or culture.
- SEND (Special Educational Needs or Disability).
- Appearance or physical/mental health conditions.
- Sexual orientation (homophobic or biphobic bullying).
- Bullying of young carers, looked after children (LAC) or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Online bullying
- General, persistent unkindness.

Forms of bullying covered by this Anti-Bullying Policy can happen to anyone. No form of bullying will be tolerated and all incidents will be taken seriously.

Bullying outside of school

Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

School staff members have the power to discipline pupils for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The Headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

(*Preventing and tackling bullying Advice for Headteacher's, staff and governing bodies July 2017*)

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on our electronic behaviour logging system and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are required to record the casual use of derogatory language using the behaviour log.

Derogatory language used around race or sexual orientation may also be logged by our inclusion team to ensure full investigation and resolution. This may include the involvement of parents/carers and education intervention for the child.

Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted.

All prejudice-based incidents are logged by our inclusion team to ensure full investigation and resolution. This may include the involvement of parents/carers and education intervention for the child.

Any prejudice-based incidents is taken seriously and recorded and monitored in school, with the Senior Leadership Team of the school regularly reporting incidents to trustees.

Reporting bullying

- If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any possible bullying incidents in school.

- Report to the Principal or Vice Principal, their class teacher or an adult they can trust.

- Tell a playground leader who in turn can help them tell a teacher or staff.

- Tell an adult at home.

- Report anonymously via our classroom post boxes

- Call ChildLine to speak with someone in confidence on 0800 1111.

Roles and Responsibilities

Staff

The Senior Leadership Team of the school and trustees have overall responsibility for ensuring that this Anti-Bullying Policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

All school staff, both teaching and non-teaching have a duty to uphold the policy by:

- Reporting bullying to the Senior Leadership Team, Inclusion Team and class teacher.

- Being vigilant to the signs of bullying.

- Playing an active role in the school's measures to prevent bullying.

- Reassuring the pupils involved.

Parents and Carers

Parents and carers should:

- Look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour.

- Encourage their child not to retaliate, to report what is happening and to work in partnership with the school.

- Report an incident of bullying to the school either in person, or by phoning or emailing the school office for the attention of the Senior Leadership Team or Inclusion Team.

Pupils

Pupils should:

- Not take part in any kind of bullying.

- Watch out for signs of bullying among their peers.

- Never be bystanders to incidents of bullying-type behaviour.

- Offer support to the victim and help them to tell a trusted adult.

Responding to bullying

When bullying or a bullying pattern of behaviour has been identified it will be reported to the Senior Leadership Team and the following actions will be taken:

Victim	Perpetrator
Staff will record the bullying on a serious incident reporting form which will also be recorded on the pupil's individual file and into the school's bullying log.	
Reported to class teacher, Inclusion Team and Senior Leadership Team.	
Staff will offer support to the victim of the bullying.	Staff will pro-actively respond to the bully who may require support
Individual meetings will then be held with any victim of bullying and their parents/ carers to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault.	The Senior Leadership team/Inclusion Team will inform parents or carers of the bully and where necessary involve them in any plans of action.
Regular monitoring and review meetings will be implemented with both the bully, the victim and parent and carers.	
The Senior Leadership Team will assess whether any other authorities (such as police, social care or the local authority) need to be involved, particularly when actions take place outside of school.	
Designated school staff will monitor incident reporting forms and information recorded on and evaluate the results.	
Designated school staff will produce termly reports summarising the information, which the Principal will report to the trustees periodically.	
In extreme cases, where the effects of bullying are so severe that it is not possible to reintegrate the perpetrator back into the school immediately, then other arrangements will be made for the pupil to continue their education in another setting or in isolation.	

Prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

➢ Ensuring that all pupils know how to express worries and anxieties about bullying, have an awareness of the range of sanctions which may be applied against those engaging in bullying and know how to report bullying.

➢ Having a 'child-friendly' Anti-Bullying Policy displayed in every classroom ensuring all pupils understand and uphold the policy.

➢ Provide parent workshops on online-safety, online-bullying and relationship and sex education (RSE).

- Use the School Council, Pupil Wellbeing Forum and Parent Council to support the writing and reviewing of our Anti-Bullying Policy.

- Using a robust PSHE programme of study that includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.

- Regularly holding school assemblies and discussion activities to help raise pupils' awareness of bullying, derogatory language and general types of unkind behaviour.

By celebrating difference and diversity and embedding the school values of equality and respect for other across the school by:

- Displaying, books and images to celebrate equality and diversity.

- Participating in whole school events including Anti-Bullying Week that celebrate the difference and diversity within modern Britain.

- Embedding our school values across the curriculum to ensure that it is as inclusive as possible.

- Challenging stereotypes across the school.

- Participating in whole school events recognising other cultures and religions, such as Diwali Week.

Implementing support systems for children who may be experiencing bullying by:

- Running a lunch time club for children who may feel they need to talk to staff in a smaller environment and to support the monitoring of pupil's behaviour,

- Restorative practice provides support to targets of bullying and those who show bullying behaviour.

- Involving pupils in developing school-wide anti-bullying initiatives through consultation with the school council, wellbeing forum and through the anti-bullying survey.

- Worry post boxes in each classroom where children can report issues, including possible bullying, anonymously.

- Selection of playground leaders to encourage positive play.

- Working with parents and carers and in partnership with community organisations to tackle bullying, where appropriate.

Training

The school Senior Leadership Team are responsible for ensuring that all school staff, both teaching and non-teaching receive regular training on all aspects of the Anti-Bullying Policy and are aware how to report and record incidents of bullying.

Monitoring & reviewing

The policy is reviewed every 12 months, in consultation with other stakeholders.

The Principal is responsible for reporting to trustees (and the local authority where applicable) on how the policy is being enforced and upheld, via a termly report. The trustees are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the school's action planning.

Links with other school policies and practices

This Policy links with a number of other school policies including:

- Positive Behaviour Policy

- Staff Code of Conduct

- Relationship and Sex Education Policy

- Equality Policy

- Whistle Blowing Policy

- Child Protection Policy

- Portico Safeguarding and Child Protection Policy

- Online Safety and Acceptable Use Policies (AUPs)

- Curriculum policies

- Mobile phone and social media policies

Appendix

Supporting Organisations and Guidance

• 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" July 2017: https://www.gov.uk/government/publications/preventing-and-tackling-bullying

• 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

• Restorative Justice Council: www.restorativejustice.org.uk

• The Diana Award: www.diana-award.org.uk

• Victim Support: www.victimsupport.org.uk

• Young Minds: www.youngminds.org.uk

• Young Carers: www.youngcarers.net

Cyber

• 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

LGBT

• EACH: www.eachaction.org.uk

• Pace: www.pacehealth.org.uk

• Schools Out: www.schools-out.org.uk

- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk

- Mencap: www.mencap.org.uk

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk

- Kick it Out: www.kickitout.org