Robsack Wood Primary Academy Anti-Bullying and Friendship Policy
Created January 2019

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2018 and 'Sexual violence and sexual harassment between children in schools and colleges' guidance. The setting has also read Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

1. **Policy objectives:**
   This policy outlines what Robsack Wood Primary Academy will do to prevent and tackle all forms of bullying. The policy has been adopted with the involvement of the whole academy community. Robsack Wood Primary Academy is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

2. **Responsibilities**
   It is the responsibility of: the Principal to communicate this policy to the academy community, to ensure that disciplinary measures are applied fairly, consistently and reasonably; the local Board to take a lead role in monitoring and reviewing this policy; all staff to support, uphold and implement this policy accordingly; parents/carers to support their children and work in partnership with the academy and pupils to abide by the policy.

3. **Definition of bullying**

Bullying can be defined as "**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 rumours.

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 is recognised by the academy as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

4. **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 physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
  o Bullying related to race, religion, faith and belief and for those without faith
  o Bullying related to ethnicity, nationality or culture
  o Bullying related to Special Educational Needs or Disability (SEND)
  o Bullying related to sexual orientation (homophobic/biphobic bullying)
  o Gender based bullying, including transphobic bullying
  o Bullying against teenage parents (pregnancy and maternity under the Equality Act)

5. **Academy ethos**

Robsack Wood Primary Academy community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying our academy can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

6. **Responding to bullying**
   The following steps may be taken when dealing with all incidents of bullying reported to the academy:

- 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. The incident will be logged on CPoms under the category of 'Bullying' and the relevant class teachers and senior leaders, including the Principal will be alerted.
- The academy 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 Principal, Designated Safeguarding Lead (DSL) or another member of leadership staff will interview all parties involved.
- The Principal and DSL will always be informed of all bullying issues where there are safeguarding concerns.
- The academy will speak with and inform other staff members, where appropriate.
- The academy will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentially policies.
- Sanctions, as identified within the academy Behaviour for Learning 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 pupils takes place off academy site or outside of normal academy hours (including cyberbullying), the academy will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools or academies.
- Appropriate action will be taken, including providing support for both parties and implementing sanctions within the academy in accordance with this policy and the academy's behaviour policy.
- A clear and precise account of bullying incidents will be recorded by the academy, in accordance with existing procedures using CPoms. This will include recording appropriate details regarding decisions and action taken.

Cyberbullying

When responding to cyberbullying concerns, the academy will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- 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. This may include:
  - looking at use of the academy systems;
  - identifying and interviewing possible witnesses;
  - Contacting the service provider and the police, if necessary.
  - Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
    - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
    - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying guidance.
    - Requesting the deletion of locally-held content and content posted online if they contravene academy behavioural policies.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the academy will take 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 a criminal offence has been committed.
- Provide information to staff and pupils 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.

Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous pastoral support; offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, 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 wider Nurture provision, 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).

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change; informing parents/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; sanctioning, in line with academy behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term 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

Supporting adults

Our academy takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable. Adults who have been bullied or who have been affected by bullying will be given an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the Principal and appropriate support will be provided. Adults who have perpetrated the bullying will be helped by discussing what happened with the Principal to establish the concern; establishing whether a legitimate grievance or concern has been raised and signposting to the academy's official complaints procedures; if online, requesting that content be removed; instigating disciplinary, civil or legal action as appropriate or required and establishing clear expectations for behaviour, with reference to the Parent and Visitor Code of Conduct.

7. Preventing bullying

Environment

The whole academy community 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).
- 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, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Actively promote the academy values of tolerance, respect, kindness, courage, determination and honesty, within the classroom, during collective worship, and in wider academy life (e.g. by all adults, including playtime and lunch supervisors) modelling the values at all times.
- Challenge practice and language (including 'banter') which does not uphold the academy values.
- 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 all pupils, but particularly for vulnerable pupils.
- Celebrate success and achievements through a range of pupil achievement awards, pupil postcards and verbal feedback to promote and build a positive academy ethos.

8. Monitoring and review: putting policy into practice

The academy 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 academy's action planning. The Principal will be informed of bullying concerns, as appropriate. The named local board member for bullying will report on a regular basis to the local board on incidents of bullying, including outcomes.

9. Links with other academy policies and practices

This policy links with several academy policies, practices and action plans including:
- Safeguarding and Child Protection Policy and Procedure
- Behaviour for Learning Policy
- Complaints Policy
- E-Safety Policy

Policy status and Review

Written by:	Alice Pascoe-Hale, Principal
Status:	Draft
Review date:	January 2020