

# EDUCATION

## Anti-Bullying Policy



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### Revision Log (last 5 changes)

<b>Date</b>	<b>Version No</b>	<b>Brief detail of change</b>
October 2016	1.0	Policy written
October 2017	1.1	Reviewed and reformatted.

### **Our approach to bullying:**

Bullying is: *'Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally.'* (DfE 'Preventing and Tackling Bullying' November 2014)

Bullying in any form will not be tolerated at Dartford Primary Academy. It is everyone's responsibility to prevent it happening and this policy contains guidelines for all members of the academy community.

In our academy children have a right to feel welcome, safe and happy. In our academy we will not tolerate any unkind actions or remarks even if these were not intended to hurt.

Bullying can take many forms:

**Physical** – hitting, kicking, taking belongings.

**Verbal** – name calling, insulting, racist or homophobic remarks

**Indirect** – spreading unpleasant stories about someone, excluding someone from social groups.

**Cyberbullying** - Cyberbullying is bullying that takes place using electronic technology.

Electronic technology includes devices and equipment such as cell phones, computers, and tablets as well as communication tools including social media sites, text messages, chat, and websites.

Examples of cyberbullying include abusive text messages or emails, rumours sent by email or posted on social networking sites, and embarrassing pictures, videos, websites, or fake profiles.

### **Aims**

- We aim to prevent bullying at Dartford Primary Academy.
- We aim to raise pupil's awareness of bullying behaviour and the academy's anti-bullying policy.
- We aim to challenge attitudes about bullying behaviour, increase understanding of bullying and continue to build an anti-bullying ethos in the school.

### **Anti-bullying Ethos.**

Prevention is better than cure, so at Dartford Primary Academy we will:

- Be vigilant for signs of bullying
- Always take reports of bullying seriously and investigate them thoroughly

Children are encouraged to report all incidents of bullying to an adult. These will then be referred to the class teacher.

All members of our academy community should be aware of early signs of distress that might be caused by bullying. These may include:

- Child appearing to be withdrawn
- A deterioration of work
- Spurious illness
- Isolation
- A desire to remain with adults
- Erratic attendance
- General unhappiness/anxiety/fear
- Late arrivals
- Unexplained cuts, scratches, bruises

### **Teaching Staff**

Teachers use the curriculum to increase children's awareness of bullying, to prevent it and to help children to develop strategies to combat it, to explore issues related to bullying and give individual children confidence to deal with bullying. We support the pupils to understand the difference between bullying and other hurtful behaviour by exploring the definition with them. We follow national awareness days and offer pupils a range of activities to promote social inclusion. Teaching related to the demonstrating of social skills will be through our SEAL (Social and Emotional Aspects of Learning) programme and materials from the PSHE Association. We reinforce positive behaviour through rewards outlined above. Pupils are encouraged through a range of systems to talk about bullying:

- Circle time
- Reporting bullying to staff, including when witnessing bullying
- "Worry Box" or other individual class systems to pass messages.

Any report of bullying in a class will be investigated immediately by the class teacher. Teachers will remain neutral and deliberately avoid direct, closed questions which might be perceived as accusatory or interrogational in style. The teacher will make sure each pupil has an opportunity to talk and keep the discussion focused on finding a solution and stopping the bullying from recurring. The teacher will aim to help pupils find their own solution to the personal disagreement, and also discuss with them how their proposals will be put into action. Parents will be informed as soon as the school aware. A follow-up meeting with the pupils will evaluate their solution and the effectiveness thereof. If an incident of bullying is prolonged and continues it must be reported to the Principal or a member of the Senior Leadership Team.

A record must be kept of any bullying incident – date – time – place – names of children involved and their accounts of what happened using the Dartford Primary Academy incident form. Incident/concern forms are kept in the staff room and office at both the infant and junior sites.

Regular staff training ensures that teaching staff are confident when dealing with issues of bullying and behaviour.

Persistent bullies will be subjected to the sanctions outlined in the Dartford Primary Academy Behaviour Policy.

**Duty staff. (Break time duty teachers and Lunchtime Play Supervisors)**

- Ensure pupils are supervised at playtimes and lunchtimes.
- Observe pupils' play patterns and relationships – note children who appear isolated or unhappy and inform the class teacher.
- Investigate every allegation of bullying and inform the class teacher.
- Encourage children to use the play equipment and quiet areas around the school.

**Governors**

The Academy Board monitors the incidents of bullying that occur, and reviews the effectiveness of the Academy policy. The Principal will report to the Academy Board all incidents of bullying when requested.

**Parents**

Involvement of parents at an early stage is essential.

If parents have a concern that their child might be being bullied, or suspect that their child may be the perpetrator of bullying, they should contact their child's class teacher immediately.

Parents of both victim and bully will be informed and staff will give feedback to parents on the steps taken.

**Bullying by or towards Adults**

Adults at Dartford Primary Academy have the right to be protected against bullying. All bullying should be reported to the Principal/Vice Principal. In the event of perceived bullying by the Principal the CEO should be informed.

Teachers must not be subjected by bullying or harassment from parents, parents must not be subjected to bullying or harassment from teachers.

There is a complaints procedure which should be referred to if necessary. Any complaints relating to bullying will be addressed in line with the 'Leigh Academies Trust Complaints Procedure'.

**Monitoring and Review**

This policy should be seen as part of the school behaviour policy. (See behaviour policy).