

# **ANTI BULLYING POLICY** **JOHN RANDALL PRIMARY SCHOOL**

## **Anti Bullying Policy**

**This policy was written and adopted on 5<sup>th</sup> November 2008 by Rae Pope and the Peer Mentor members**

**The policy to be reviewed every 3 years in the Autumn Term**

**Reviewed September 2012 with School Council and Mrs Pugh**

**Amended by governors February 2014 reviewed May 2014**

**Updated and Amended April 2015 by School Council and Mrs Pugh**

**Amended by governors May 2015**

**Updated and Amended April 2016 by School Council and Mrs Pugh**

**Updated and amended May 2017 by School Council and Mrs Pugh**

## 1.0 Introduction

- 1.1 The governors, staff, and School Council of John Randall Primary school fully recognise the contribution it makes to keeping children safe. We recognise that all staff, including volunteers (School Council) have a full and active part to play in protecting our pupils from bullying.
- 1.2 All staff, governors and School Council believe that our school should provide a caring, positive, safe and stimulating environment that promotes the social, physical and moral development of the individual child.
- 1.3 All governors, staff and School Council believe that bullying will not be tolerated in any form and is defined to mean;

***“Deliberate hurtful behaviour repeated over a period of time and in circumstances where it is difficult for those being bullied to defend themselves”***

- 1.4 The aims of this policy are:
  - 1.4.1 To support the child’s development in ways that will foster security, confidence and independence.
  - 1.4.2 To raise the awareness of all staff and School Council of the need to protect bullied children, and of their responsibilities in identifying and reporting possible cases of this form of bullying in line with Local\*\* and National procedures and guidance\* \*\*. (School Council report to the Head teacher)
  - 1.4.3 To provide a systematic means of monitoring children known or thought to be at risk of harm from bullying (bullying log)
  - 1.4.4 To emphasise the need for good levels of communication between all members of staff and pupils
  - 1.4.5 To develop a structured procedure within the school this will be followed by all members of the school community in cases of suspected bullying abuse.
  - 1.4.6 Staff need to develop and promote effective working relationships with other agencies, especially the Police, CSO’s Family Connect, Social services and Mrs O’Donnell (EWO)
  - 1.4.7 To ensure that all adults within our school who have access to children have had police checks, and make them aware that bullying has no place in or out of school.

## 2.0 Procedures

- 2.1 Our school procedures for safeguarding children will be in line

with Children Services Authority (CSA)\* and the Safeguarding Children Board (SCB) \*\* procedures. We will ensure that:

- 2.1.1 We have a designated member of staff for Child Protection who attends regular training, where bullying is identified as abuse in its own right. (Mrs Middleton is the designated member of staff)
  - 2.1.2 We have a member of staff who will act in the Designated Person's absence and deal with any bullying issues. (Mrs Evans act as the designated member of staff when Mrs Middleton is away)
  - 2.1.3 All members of staff develop their understanding of the signs and indicators of bullying.
  - 2.1.4 All members of staff know how to respond to a pupil who discloses bullying. School Council must report to a member of staff if they think someone is being bullied.
  - 2.1.5 All parents/carers are made aware of the responsibilities that staff members and School Council have for keeping children safe and to make sure bullying is not happening.
- 2.2 Our procedures will be regularly reviewed and up-dated.

\*DfES/0027/2004 Safeguarding Children in Education

\*\* Telford & Wrekin Safeguarding Children Board Procedures (posted on OLE & Borough of Telford & Wrekin Websites)

\*\*\*Working together to Safeguard Children HM Government 1999 (revised 2006)

### **3.0 Responsibilities**

3.1 The Designated Person is responsible for:

- 3.1.1 Adhering to the school procedures and policies with regard to referring a child if there are concerns about possible bullying abuse.
- 3.1.2 Keeping written records of bullying and concerns about a child even if there is no need to make an immediate referral (tell an adult) for action.
- 3.1.3 Ensuring that all such records are kept confidentially and given to Mrs Middleton, Mrs Evans or Mrs Pugh (in their absence).
- 3.1.4 School Council and Staff all have a responsibility to keep children safe from bullies

### **4.0 Supporting Children**

4.1 We understand that a child who is constantly being

bullied may find it difficult to develop and maintain a sense of self worth. We recognise that a child in these circumstances may feel helpless and humiliated. We recognise that a child may feel self blame.

- 4.2. We recognise that the school may provide the only stability in the lives of children who have been bullied outside of school or who are at risk of harm. We recognise that this stability could become worse if bullying is not taken seriously. This will be addressed as soon as it is known or signs of it prevalent.
- 4.3. We accept that research shows that the behaviour of a child who may be being bullied may range from that which is seen to be normal to aggressive or withdrawn.
- 4.4. Our school will support all pupils by:
  - 4.4.1 Encouraging self-esteem and self-confidence
  - 4.4.2 Promoting a caring, safe and positive environment within the school and promoting respect between others in and out of school. Wherever possible delivering anti bullying messages in curriculum based activity.
  - 4.4.3 Liaising and working together with all other support services and those agencies involved in the safeguarding of children; including, wherever possible, the school in Local and National anti bullying campaigns.
  - 4.4.4 Notifying Children's Social Services as soon as there is a concern about a child being bullied outside school.
  - 4.4.5 Providing continuing support to a pupil about whom there have been concerns, who leaves the school, by ensuring that appropriate information is forwarded under confidential cover to the pupil's new school.

## **5.0 Confidentiality**

- 5.1 We recognise that all matters relating to bullying and general Child Protection is confidential. (Kept private from other children or members of staff not involved with the children)
- 5.2 The Head teacher or Designated Person will disclose any bullying information about a pupil to other members of staff on a need to know basis only.
- 5.3 All staff must be aware that they have a professional responsibility to share bullying information with other agencies in order to safeguard children\*\*\*.
- 5.4 All staff must be aware that they cannot promise a child to keep secrets and inform children about this before the child speaks

## **6.0 Supporting Staff**

- 6.1 We recognise that staff working in the school who have become involved with a child who has suffered harm from bullying, or appears to be likely to suffer harm from bullying may find the situation stressful and upsetting.
- 6.2. We will support such staff by providing an opportunity to talk through their worries with Mrs Middleton or Mrs Evans and to seek further support if needed

## **7.0 Allegations against staff**

- 7.1 We understand that a pupil may make an allegation (claim) of bullying against a member of staff. This will be treated like any other form of abuse.
- 7.2 If such an allegation is made, the member of staff receiving the allegation will immediately inform the Headteacher.
- 7.3 The Headteacher on all such occasions will discuss the content of the allegation with the Local Authority Principal Officer Child Protection for Schools & Early Years,
- 7.4 If the allegation made to a member of staff concerns the Headteacher, the Designated Person will immediately inform the Chair of Governors who will consult with the Principal Officer for Schools & Early Years.
- 7.5 The school has adopted policies for managing allegations against staff, a copy of which will be readily available in the school.
  - 7.5.1 If such an allegation is made, the member of staff subject to the allegation will be assigned a designated HR contact to support them through the process.
  - 7.5.2 Soon after the allegation is made, a decision will be taken as to whether a Joint strategy Meeting needs to be convened to discuss the matter further.
  - 7.5.3 If it is decided at that meeting that an investigation should commence, this may be initially led by the Police and Social Services, prior to it being referred back to the Local Authority to investigate under agreed disciplinary procedures.

## **8.0 Whistle blowing**

- 8.1 We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so.

- 8.2 All staff should be aware of their duty to raise concerns, where they exist, about the attitude or actions of other members of staff.

## **9.0 Cyber bullying**

- 9.1 We recognise that 'virtual' bullying increasingly takes place in "cyber" environments, such as on the internet and through the use of mobile phones and electronic devices. In whatever form of technology, we will take action to prevent phones and computers/electronic devices that have been used for this purpose being allowed on the school premises and parents will be informed of that ruling. As such these incidents will be treated as a Child Protection issue.
- 9.2 Upon any incident where "cyber" bullying has taken place in or out of school and made known to us, we will take matters seriously and action will be taken to reduce any further incidents. This will be done with The Designated Person for Child Protection, the Headteacher, and if appropriate, outside agencies.
- 9.3 We recognise and will act in accordance with guidelines set down by the DfE on cyberbullying as specified on [www.dfe.gov.uk/bullying](http://www.dfe.gov.uk/bullying).

## **10.0 Physical Intervention**

- 10.1 We have adopted a policy on Physical Intervention and understand that staff must only use physical intervention as a last resort, and that at all times it must be the minimal force necessary to prevent injury to another person.
- 10.2 We recognise that physical intervention of a nature which causes injury or distress to a child may be considered under child protection or disciplinary procedures.
- 10.3 This policy has been adopted in line with the local authority Policy on Physical Intervention.

## **11.0 Racist Incidents**

- 11.1 Our policy on racist abuse by bullying is set out in a separate document and acknowledges that repeated racist incidents of bullying or a single serious incident may lead to consideration under child protection procedures.

## **12.0 Prevention**

- 12.1 We recognise that the school plays a significant part in the prevention of harm to our pupils by providing pupils with good lines of communication with trusted adults, supportive friends and an ethos of protection.
- 12.2 The school community will therefore:
- 12.2.1 Establish and maintain an ethos where children feel secure and are encouraged to talk about bullying and are always listened to, whether they are the victim or the bully.

12.2.2 Ensure that all children know there is an adult in or out of the school setting whom they can approach if they are worried or in difficulty in regards to bullying as a specific issue. Access to Helpline numbers will be displayed and encouraged.

12.2.3 Include in the curriculum opportunities for PSHE which equip children with the skills they need to stay safe from harm and to know to whom they should turn for help.

### **13.0 Health & Safety**

13.1 Policies on Health & Safety are set out in a separate document. It reflects the consideration we give to the protection of our children both within the school environment and when away from the school when undertaking school trips and visits.

Homophobic or Transphobic bullying is not accepted in this school.

***For further assistance, please contact:***

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