



ANTI BULLYING POLICY

“At the Parkland Federation, we strive for excellence in all we do. Learning is exciting, inclusive, dynamic and challenging. The highest standards of behaviour are always promoted. Here, the children are supported to succeed through taking risks and learning from mistakes. Pupils are prepared to become responsible, informed and creative global citizens who will contribute with insight, understanding and compassion to the rapidly changing world we live in (School Vision Statement June 2019).”

Approval Date	Policy Reviewer	Title	Chair of Governors
29th January 2021	Ms Sally Simpson	Head of School	Jane McCarthy-Penman

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1. Position and Values

This policy will help staff to achieve the vision of the school and will ensure that the school provides an environment where every child can feel:

- Safe
- Healthy
- Able to enjoy and achieve
- Able to contribute to future economic well-being
- Able to make a positive contribution.

To protect the rights of all children to have a safe and secure learning environment, Parkland will continuously work towards preventing acts of bullying, harassment, and other forms of aggression and violence as these behaviours are unacceptable and interfere with both our school's ability to educate children and a child's ability to learn. If such a case arises, the staff at Parkland follow the anti-bullying guidelines laid out in this policy. This will enable staff to:

- Identify children displaying unacceptable behaviour and know how to support them in order that they develop the necessary skills to participate in the school community effectively and positively;
- Keep all other children safe, happy and confident

2. Clarification of Terms

Definition of Bullying Behaviour

We acknowledge that both friendship problems and bullying behaviour can be upsetting and unpleasant but it is important to distinguish between the two, as the responses to friendship problems will be different to the strategies used to address bullying behaviour.

Friendship problems may be an occasional incident where both children disagree and find it difficult to resolve the disagreement without adult help. It is unlikely to be repeated behaviour and may even be accidental, where both children make an effort to resolve the problem. However, we recognise that repeated friendship problems can sometimes lead to bullying behaviour.

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Bullying behaviour is defined as “**The repetitive and/or intentional hurting of one person by another(s), where the relationship involves an imbalance of power.**” (Anti-bullying Alliance 2011). Essentially, it is someone who deliberately sets out to hurt another person on more than one occasion. All children have upsets and squabbles; these are not classed as bullying and are dealt with through the school's Behaviour Policy.

Definition of cyber-bullying

Cyber-bullying is the use of technology such as mobile phones, email, chat rooms or social media sites such as Facebook and Twitter to harass, threaten, embarrass, intimidate or target a child. Unlike physical bullying, cyber-bullying can often be difficult to track as the cyber-bully (the person responsible for the acts of cyber-bullying) can remain anonymous when threatening others online which encourages them to behave more aggressively than they might face-to-face.

Types of bullying

Bullying can take many forms:

- **Physical** bullying (hitting, punching, finger jabbing, any inappropriate touching, pinching, jostling, breaking or taking property).
- **Verbal** bullying (name calling, put downs, threats, teasing, ridiculing, belittling, name calling, excessive criticism or sarcasm).
- **Indirect** bullying (rumours or stories, exclusion from a group, shunning, invading privacy, graffiti designed to embarrass, withholding friendship or affection).
- **Cyber** bullying sending nasty phone calls, text messages or e-mails/chat rooms (ICT Acceptable Use Policy).

Some bullying is done because a child is deemed to belong to a certain group. This has been labelled 'prejudice based bullying', and includes homophobic bullying, racist bullying, sexual or gender bullying, and bullying of children with learning or other disabilities.

Types of cyber-bullying

- **Flaming:** Online fights usually through emails, instant messaging or chat rooms where angry and rude comments are exchanged.

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- **Denigration:** Putting mean online messages through email, instant messaging, chat rooms, or websites set up to make fun of someone.
- **Exclusion:** Intentionally leaving someone out of a group such as instant messaging, friend sites, or other online group activities.
- **Outing:** Sharing secrets about someone online including private information, pictures, and videos.
- **Trickery:** Tricking someone into revealing personal information then sharing it with others.
- **Impersonation:** Pretending to be someone else when sending or posting mean or false messages online.
- **Harassment:** Repeatedly sending malicious messages to someone online.
- **Cyber-stalking:** Continuously harassing and denigration including threats of physical harm.

Actions NOT considered to be bullying

- Not liking someone
- Being excluded
- Accidentally bumping into someone
- Making other children play things a certain way
- A single act of telling a joke about someone
- Arguments
- Expression of unpleasant thoughts or feelings regarding others
- Isolated acts of harassment, aggressive behaviour, intimidation, or meanness

Reasons for bullying

Some reasons why children might bully someone include:

- They think it's fun, or that it makes them popular or cool
- They feel more powerful or important, or they want to get their own way all the time

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- They feel insecure or lack confidence or are trying to fit in with a group
- They are fearful of other children's differences
- They are jealous of another child
- They are unhappy
- They are copying what they have seen others do before, or what has been done to them.

The Effects of bullying

All forms of bullying cause psychological, emotional and physical stress. Each child's response to being bullied is unique, however some signs that may point to a bullying problem are:

- depression and anxiety
- increased feelings of sadness, helplessness, decreased self-esteem and loneliness
- loss of interest in activities they used to enjoy
- unexplainable injuries
- lost or destroyed clothing, books, electronics, or jewellery
- frequent headaches or stomach aches, feeling sick or faking illness
- changes in eating habits, like suddenly skipping meals or binge eating. Children may come home from school hungry because they did not eat lunch
- difficulty sleeping or frequent nightmares
- declining grades, loss of interest in schoolwork or not wanting to go to school
- sudden loss of friends or avoidance of social situations
- self-destructive behaviours such as running away from home, harming themselves, or talking about suicide.

3. Roles and Responsibilities

The Education Act 2002, Education and Inspections Act and Equalities Act 2006 all make reference to a school's legal responsibility to prevent and tackle bullying. By law, all state schools must have a behaviour

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policy in place and displayed on their website and must also follow anti-discrimination law. This means staff must act to prevent discrimination, harassment and victimisation within the school. Additionally, Parkland have developed this Anti-Bullying Policy; a copy of which is available from the school office, for parents, staff and pupils to access when and as they wish.

Schools have the legal power to make sure pupils behave and do not bully outside of school premises, for example on public transport or in nearby public communal areas. If seen as appropriate the Head of School or staff can choose to report bullying to the police or local council. During school hours, including while pupils are taking part in school visits and after school clubs, the school has direct responsibility to ensure children feel safe and secure.

The Role of governors

The governing body supports the Head of School in all attempts to eliminate bullying from the school. The governing body will not condone any bullying at all, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The governing body monitors incidents of bullying that do occur and reviews the effectiveness of this policy regularly. The governors require the Head of School to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of the school's anti-bullying strategies.

A parent/carer who is dissatisfied with the way the school has dealt with a bullying incident can make a formal written complaint to the Head of School. If still not satisfied, the complaint may be escalated to the Chair of Governors. The complaint will be dealt with in accordance with the complaints policy which can be accessed from the school's website.

The Role of the Head of School

It is the responsibility of the Head of School to implement the school's anti-bullying strategy, to ensure that all stakeholders are aware of the school policy and that they know how to identify and deal with incidents of bullying. The Head of School will report to the governing body about the effectiveness of the Anti-Bullying Policy on request.

It is the Head of School who must ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in school. The Head of School will draw the attention of children to this fact at

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suitable moments. For example, the Head of School may decide to use an assembly as the forum in which to discuss with the children why bullying is wrong.

The Head of School will ensure that all members of staff receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The Head of School will set the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Role of the staff

Members of staff will do all that they can to eradicate bullying; they will ensure that they follow the school's Anti-Bullying Policy.

All members of staff will routinely attend training that equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

Staff will use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They will use drama, role-play, stories etc. within the curriculum to help pupils understand the feelings of bullied children and to practise the restraint required to avoid lapsing into bullying behaviour. Ring fenced time will also be used to praise, reward and celebrate the successes of all children, and thus to help create a positive atmosphere.

Members of staff will keep a vigilant watch on suspected 'bullies;' any incidents will be handled carefully. It is important that the child responsible for initiating the bullying is dealt with appropriately.

If an allegation of bullying has been made against a pupil or bullying behaviour has been observed by a member of staff, they need to report this to the Deputy Head of School (Deputy Designated Safeguarding Lead and Pastoral Care Lead/SENCO) using a Welfare Concern Form. It is reported on a Welfare Concern Form because there is often an association between bullying and safeguarding.

The Deputy Head of School will then investigate and collect all the relevant information, to inform an appropriate sanction if one is necessary. All cases are individual and various strategies will be employed by the Deputy Head of School to address the issue, taking children's needs into account. The Deputy Head of School will then provide a copy of the investigation report to the Head of School in order to be filed.

Teachers and support staff will do all they can to support a child who is being bullied.

The Role of Parents/Carers

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Parents/carers, who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately in a calm manner. If they are not satisfied with the action taken they should contact the Deputy Head of School. If they remain dissatisfied, they should informally speak to the Head of School. If the matter remains unresolved, a formal written complaint should be made to the Head of School. The school's Complaint Policy should be followed thereafter.

Parents/carers have a responsibility to support the school's Anti-Bullying Policy by actively encouraging their child to be a positive member of the school and this expectation of support is outlined in the Home/School agreement.

The Role of Pupils

Pupils are encouraged to tell somebody they trust if they are being bullied, and if the bullying continues they must keep on letting people know; the children are taught a number of strategies to help them with this.

Pupils are also encouraged to participate fully in activities that raise their awareness about bullying in order that they clearly understand what to do if they, or another child, are being bullied.

4. Cyber Bullying

Parkland has a separate policy related to e-safety addressing the use of mobile technology, social media, appropriate online activity, security, access and monitoring procedures in place. The ICT Code of Conduct is explained and discussed with pupils in assemblies, PSHE classes and Computing classes.

5. Reporting, Sanctions and Monitoring

How to report bullying

1. A Bullying Incident Form can be collected from the school office.
2. All the relevant information must be completed on the form, which can then be submitted to the school office.
3. Alternatively, use the 'Stay Safe' button on the school's website to email your concerns.
4. The Deputy Head of School has overall day-to-day responsibility for dealing with reported incidents

and will investigate or delegate to a member of the Pastoral Team.

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5. Alternatively any member of staff can be approached to report incidents of bullying, and they in turn will report to the Deputy Head of School

Procedures

The following steps must be taken when dealing with incidents of bullying:

1. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached, or who suspects/observed the bullying.
2. A clear account of the incident will be recorded in writing either by the victim or the member of staff recording the victim's verbal statement.
3. The Deputy Head of School must be informed immediately which will trigger entry into the school's Bullying Allegation Log. The alleged victim, bully and type of bullying will be recorded.
4. The Bullying Log will be viewed in relation to child protection records by the Deputy Head of School who is also the Deputy Designated Safeguarding Lead. This is to ensure that bullying behaviour which may be an indicator of safeguarding concerns is addressed.
5. A formal investigation into the bullying allegation will take place. The Deputy Head of School or a member of the school's Pastoral Team, will interview all concerned and will record the incident on the school's 'Bullying Incident Report Form.' Observations both in class and on the playground may also take place.
6. Teachers will be kept informed and asked to monitor the situation; reporting their findings.
7. Once the investigation is concluded, parents will be invited to a meeting to discuss investigation outcomes. The Deputy Head of School will discuss whether there is evidence to confirm it is a bullying incident.

If Bullying is not Confirmed

If the allegation of bullying is not confirmed, the incident will be recorded as 'resolved.' The Deputy Head of School or Pastoral Team member will meet with the child on a regular basis to ensure no further intervention is required.

Should further allegations be made or the parent / child be dissatisfied with the outcome, the school will ask an external caseworker from the Education Support Behaviour and Attendance Service (ESBAS) to come in to school in order to inform an objective second opinion.

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If Bullying is Confirmed

1. If the allegation of bullying is confirmed, the parent of the child that is bullying will be immediately informed. Bullying behaviour will be permanently recorded on the school's Information Management System.
2. A range of sanctions will be used as appropriate and in consultation with all parties concerned. These sanctions could include: verbal or written warnings, restrictions of break and lunchtime activities, fixed term and in the event of persistent bullying, permanent exclusion. Where appropriate the Deputy Head of School may inform the police.
3. If deemed necessary, in-school support and intervention for the bully and victim will be provided by a member of the school's Pastoral Team.
4. Should bullying behaviour continue despite in-school support and intervention, external ESBAS intervention will be put in place.
5. Mediation between parents of the children will take place, should this be required.

There will be a bi-termly audit and analysis of incident logs and interventions to continually improve practice.

This school has set procedures to follow in implementing sanctions where a bullying incident has occurred. As described above sanctions are applied in appropriate proportion to the event and it is expected that parents support the school in its decision.

In the event of all other avenues being exhausted, or in particularly serious cases that lead to exclusion, governors will examine the evidence that a wide range of strategies had been tried and failed to affect a positive change in the bullying behaviour.

Monitoring, Evaluation and Review

1. Governors, the Head of School and relevant staff will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.
2. The School Parliament will review the effectiveness of the policy annually and their views given to the Head of School.
3. A pupil questionnaire will be given to a representative cross section of students every year. The resulting data will be considered in the annual policy review and reported to governors

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4. A record of all such incidents will be kept both centrally and on students' files
5. The numbers of incidents will be reported to governors bi-termly or provided to them at any time on request
6. Bullying data will be analysed to reflect and re-design further strategies to improve procedures.
7. The Deputy Head of School will monitor Bullying Logs in relation to child protection records, to determine if bullying is deemed a safeguarding issue.

6. Strategies to Reduce Bullying

Parkland has adopted a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and those displaying bullying behaviour, including:

- The consistent promotion of the school's code of behaviour which requires all pupils to be kind underpinned by the school's values
- The reinforcement of the clear message that violence has no place at Parkland
- Consultation with the 'Student Voice' on appropriate action;
- Take part in initiatives such as Anti-Bullying Week;
- Training for all members of staff on anti-bullying policy and strategy;
- The supervision by school staff of all play areas at lunch times and breaks;
- Providing information to all parents on the symptoms of bullying and the steps to take if the suspect their child is being bullied;
- A clear policy of mobile phones not permitted to be in use during school hours;
- The celebration of all student's backgrounds and cultures through assemblies;
- The training of a cross section of students as anti-bullying ambassadors;
- During assemblies and PHSE learning sessions discuss and explore bullying issues with the children;
- Raising awareness of cyber bullying and teaching children to safely use technology (including mobile phones, email, internet);

- All websites accessed in school are screened. This software screens the language used in all documents, emails and websites. Rude or offensive emails, websites, documents are sent to the

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Deputy Head of School. Action will be taken and recorded;

- Effective recording systems;
- Work with multi-agency teams including police and children's services as appropriate;
- Contact the parents of both the child being bullied and the bully;
- Challenge sexual content within verbal abuse, especially challenging the word 'gay' and other homophobic language.

7. Useful Websites

www.bullying.co.uk
www.anti-bullyingalliance.org.uk
www.childline.org.uk
www.kidscape.org.uk
www.each.education
www.youngminds.org.uk
www.youngstonewall.org.uk
www.nspcc.org.uk
www.stoptextbully.com
www.beyondbullying.com
www.childnet-int.org
www.cyberbullying.org
www.chatdanger.com
www.thinkuknow.co.uk