



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" 2022 and "Sexual violence and sexual harassment between children in schools and colleges" guidance. This policy also takes into consideration Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

This policy outlines what Elmore Green Primary School will do to prevent and tackle all forms of bullying. We are committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

#### **Links with Other School Policies and Practices**

This policy links with several school policies, practices and action plans including:

- Behaviour and discipline policy
- Complaints policy
- Safeguarding policy
- Relationships Education policy
- Online Safety (including mobile and smart technology and social media) policy
- Physical Intervention and Restraint policy

#### **Legislation**

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986.

At Elmore Green Primary School, we implement a positive behaviour policy, which encourages attitudes of self-discipline, caring and friendliness. We work together to create a safe, supportive environment where bullying is unacceptable regardless of how it is delivered or what excuses are given to justify it. We are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils. We recognise the detrimental effect on children who may be subject to bullying and will work actively to minimise the risks.

## **Responsibilities**

It is the responsibility of the headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably. They will also identify a member of the senior leadership team to take overall responsibility for anti-bullying.

All staff, including governors, senior leadership, teaching and non-teaching staff, will support, uphold and implement this policy accordingly. And we ask that parents and carers to support their children and work in partnership with the school in all matter of bullying and our approach to anti-bullying.

It is our expectation that all pupils to abide by this policy and that they will be supported to do so by all adults at Elmore Green and their families.

Our governors will ensure this policy is monitored and reviewed regularly.

We have identified key members of staff in our school who need to be informed of bullying incidents; however every member of staff at Elmore Green is committed to supporting our anti-bullying ethos;

Mrs R Wilcox - Deputy Headteacher - Anti-Bullying Lead

Mrs M Alders - Online-Safety Lead

Mrs P Jones-McDonald - Headteacher

Mr M Jones - Assistant Headteacher - Inclusion Leader

Mrs J. Lloyd - Parent Support Advisor

Mr J Dinneen - Learning Mentor

## **The 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').

Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.

The same bullying behaviours can be expressed online as online bullying 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.

Elmore Green recognises that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development and is form of child on child abuse - children can abuse other children. Everyone at Elmore Green is clear - abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".

We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported. All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

## **Forms and Types of Bullying**

Bullying can happen to anyone. This policy covers all types and forms of bullying including, but not limited to:

- 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
- Sexualised bullying and/or harassment
- Bullying via technology - online bullying or cyberbullying

- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include;
  - Bullying related to race, religion, faith and belief and for those without faith
  - Bullying related to ethnicity, nationality or culture
  - Bullying related to Special Educational Needs or Disability (SEND)
  - Bullying related to sexual orientation (homophobic/biphobic bullying)
  - Gender based bullying, including transphobic bullying
  - Bullying against teenage parents (pregnancy and maternity under the Equality Act).

## **Our Ethos**

Everyone at Elmore Green Primary School 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 school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

### **Elmore Green:**

- Understands the importance of challenging inappropriate behaviours between peers.
- Monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that some members of our school community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.

- Requires all members of the school to work with the school to uphold the antibullying policy.
- Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents and carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy.
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from external providers/specialists when appropriate.

### **Responding to Bullying Concerns**

The following steps will be taken when dealing with any incidents of bullying reported to the school:

- 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.
- Senior Leaders will be informed via our electronic recording system (CPOMS) and they will investigate the alleged bullying incident/s
- A clear and precise account of bullying incidents will be recorded. This will include recording appropriate details regarding decisions and action taken.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate
- The school 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.
- Appropriate sanctions and support, for example as identified within the school behaviour policy and safeguarding, will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed, Children's Services if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the

concern is fully investigated and responded to in line with this policy, our Online Safety Policy and the school behaviour policy.

- If required, members of the senior leadership team will collaborate with staff at other settings.

## Cyberbullying

When responding to cyberbullying concerns, the school 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 school 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 the school searching and confiscation policy.
  - Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Where an individual can be identified, the school will ensure that appropriate sanctions are implemented to change the attitude and behaviour of the bully, as well as ensuring access to any additional help or support 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 consider and manage any 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 immediate pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to any further concerns.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support. This may include working and speaking with staff, offering formal counselling, 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 Children Services or support through the Children and Adolescent Mental Health Service (CAMHS).

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need for 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 school behaviour policy. In some cases or for repeated actions, suspensions or permanent exclusions may be imposed as a sanction.
- 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 Children Services or support through the Children and Adolescent Mental Health Service (CAMHS).

## **Supporting Adults**

Our school 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 also unacceptable.

Adults who have been bullied or affected will be supported by the school's leadership team, Walsall Council HR services and the Local Authority confidential counselling service 'VIVUP'. The school will follow all procedures when investigating claims of bullying. The investigation will establish whether a legitimate grievance or concern has been raised and once fully investigated, and an outcome is reached, will instigate disciplinary, civil or legal action as appropriate or required.

Adults who have perpetrated the bullying will be helped by the opportunity to discuss what has happened with a senior leader and/or the headteacher who will investigate any incidents/issues that have led to bullying allegations.

## **Preventing Bullying**

Everyone at Elmore Green 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 our school, including adults and children (child on child abuse).
- Recognise the potential for children with Special Educational Needs and Disabilities (SEND) to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Recognise that bullying may be affected and influenced by gender, age, ability and culture of those involved.
- 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.
- Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- 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-based and discriminatory bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.

### **Policy and Support**

Elmore Green Primary School will:

- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools' attention, which involves or affects pupils, even when they are not on school premises
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

### **Education and Training**

Elmore Green will:

- Train all staff to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: assemblies, peer support, the school council
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week

- Provide systematic opportunities to develop pupils' social and emotional skills, including building self-esteem.

### **Involvement of Pupils**

We will:

- Involve pupils in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying.
- Regularly ask pupils their views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Utilise pupil voice in providing pupil led education and support
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

### **Involvement and Liaison with Parents and Carers**

We will:

- Take steps to involve parents and carers in develop policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying.
- Make sure that key information about prejudice-based and discriminatory bullying is available to parents and carers in a variety of formats, including via the school website.
- Ensure all parents and carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents and carers and the local community (as appropriate) to address issues beyond the school gates that give rise to bullying.
- Ensure that parents and carers work with the school to role model positive behaviour for pupils, both on and offline.
- Ensure all parents and carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

**Monitoring and Review:**

The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. The Governing Body will receive termly reports on incidents of bullying and their outcomes.

Review September 2024