

ANTI-BULLYING POLICY

Date of issue:	**September 2024**
Date of review:	**July 2025**

OUR ANTI-BULLYING POLICY

This policy is based on the DfE guidance, 'Preventing and Tackling Bullying: Advice for Head of Schools, staff and governing bodies', July 2017.

The Education (Independent School Standard) Regulations 2014 provide that the proprietor of an Academy or other independent school ensures that bullying at the school is prevented in so far as reasonably practicable, by the drawing up and implementation of an effective anti-bullying policy.

There are a number of statutory obligations on schools with regard to behaviour which establish clear responsibilities to respond to bullying. In particular section 89 of the Education and Inspections Act 2006:

'provides that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils: these measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents'

'gives Head of Schools the ability to discipline pupils for poor behaviour even when the pupil is not on school premises or under the lawful control of school staff'

Criminal Law: Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communications Act 1988, any person who sends an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender, is guilty of an offence if their purpose in sending it was to cause distress or anxiety to the recipient.

1. Introduction

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

2. Aims

The aim of the anti-bullying policy is:

- to assist us in eliminating bullying in order to keep the school a happy and secure place for everyone;
- to demonstrate that difference and diversity are valued and celebrated at Millennium Primary School;
- to promote the unique value of every person;
- to recognise everyone's right to care and protection;
- to promote action in the face of injustice;
- eradicate anti-social behaviour such as name calling, taunting, physical and emotional abuse; eradicate prejudice, discrimination and unkind teasing.

3. Objectives of this policy

This policy outlines what Millennium Primary School will do to prevent and tackle bullying. We are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children will be tolerated.

All members of the school community will have an understanding of what bullying is and know what to do should an instance of bullying arise.

We want to develop a school community that:

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the antibullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from relevant organisations when appropriate.

4. What is bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying makes those being bullied feel powerless to defend themselves. Bullying at Millennium is considered to be '**behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally**'.

Unfortunately, in this day and age and the use of social media, anonymity seems to be the growing form of bullying being used amongst all age groups.

Bullying can be:

- **Emotional:** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), excluding people, bullying related to people with SEND.
- **Physical:** pushing, kicking, hitting, punching or any use of violence, bullying related to people with SEND.
- **Racist:** racial taunts, graffiti, gestures.
- **Sexual:** unwanted physical contact or sexually abusive comments.
- **Homophobic:** because of, or focussing on, the issue of sexuality (LGBT), including pupils from LGBT families, using words/phrases, e.g. 'you're so gay' as insulting language.
- **Verbal:** name-calling, sarcasm, spreading rumours, gossiping, teasing, taunting, 9e.g. due to someone's appearance or health condition or home circumstances).
- **Cyber:** Misuse of areas of the internet, such as email and internet chat rooms.
  Mobile threats by text messaging and calls.
  Misuse of associated technology; i.e., camera and filming facilities.

5. Why is it important to respond to bullying?

- Bullying hurts.
- No one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.
- Victims of bullying deserve support.
- Pupils who are bullying need to learn different ways of behaving.

6. Roles and responsibilities

We have a responsibility to respond promptly and effectively to issues of bullying. Pupils must be encouraged to report all forms of bullying in school.

Staff are aware of signs and behaviours that could indicate bullying and/or other problems - staff must be alert to the signs and act promptly in accordance with school policy in the same way as any other category of Child Abuse is dealt with: do not wait to be told before you raise concerns or deal directly with the matter.

Staff receive regular training on all aspects of anti-bullying. The school has participated in the nationally accredited Anti-bullying Ambassadors programme. Workshops are delivered to the children in age appropriate sessions throughout the year.

Local Academy Councillors (LAC - previously known as Governors)

The LAC supports the Headteacher in eliminating any bullying from Millennium Primary School. The Governing Body monitors the effectiveness of this policy regularly. The Governors require the Headteacher to keep accurate records of all serious incidents of bullying.

"Governing bodies and proprietors should ensure there are appropriate policies and procedures in place in order for appropriate action to be taken in a timely manner to safeguard and promote children's welfare. These policies should include individual schools having a behaviour policy, which includes measures to prevent bullying (including cyberbullying, prejudice-based and discriminatory bullying)." (KCSIE 2021)

Head of School

The Head of School is responsible for implementing the policy and for ensuring that all staff are aware of it and know how to identify and deal with incidents of bullying.

Teachers and Support Staff

All staff at Millennium takes all forms of bullying seriously, and endeavour to prevent it from taking place. If a member of staff witnesses an act of bullying, or if a child reports an incident of bullying, then they will investigate it and deal with it themselves immediately. A clear account of it will be given to the Head of School. In serious cases of bullying and/or a child is being bullied over a period of time, then the Head of School will inform the child's parents or carers and they will be invited to attend a meeting to discuss the problems. In more extreme cases, external support agencies, such as social care services, may be contacted.

Where incidents of bullying occur then staff members will do all they can to support a child who is being bullied; for example, through mentoring, counselling and discussion. Time is spent talking to the child who has done the bullying, explaining why their action is wrong and how they should change their behaviour in future. Where possible, an attempt will be made to reconcile the pupils involved.

Parents and carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

Pupils are expected to act responsibly with care and respect towards other children. Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues to keep on letting people know. We ask children to report any incidents of bullying or interpersonal difficulties which they experience directly or which they witness.

For confidentiality purposes we will not discuss sanctions applied to other children.

As a school we take bullying seriously therefore:

- Pupils and parents/carers must be assured that they will be supported when bullying is reported.
- All LACs, teaching and non-teaching staff, pupils and parents/carers must have a shared understanding of what bullying is.
- All LACs and teaching and non-teaching staff must know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents/carers must know what the school policy is on bullying, and what they should do if bullying arises.

7. Preventing, identifying and responding to bullying

Any incidents of bullying that do occur will be taken very seriously and dealt with appropriately and the Head of School will ensure that disciplinary measures are applied fairly, consistently and reasonably. The following sets out the responsibilities of the community at Millennium in dealing with bullying:

The school 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.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support and the school/student council.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) and pastoral staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents).
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Actively create "safe spaces" for vulnerable children and young people.

- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.
- Be taught to use social media responsibly.

To ensure the involvement of pupils at Millennium we will:

- Regularly canvas pupil's 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.

  Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Publicise the details of help lines and websites.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.
- Provide opportunities for children to report on how they feel about a range of school issues through pupil questionnaires, PHSE sessions, chances to speak to trusted adults and the School Council.
- Invited pupils to participate in peer mentoring to address specific incidents of bullying.
- Help pupils abide by the policy.

To ensure the continued liaison with parents and carers at Millennium we will:

- Make sure that key information (including policies and named points of contact) about bullying is available to parents/carers in a variety of formats.
- Ensure that all parents/carers know who to contact if they are worried about bullying.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively to raise concerns in an appropriate manner.
- Ensure all parents/carers know where to access independent advice about bullying.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.
- Assist parents/carers to support their children and work in partnership with the school.

Dealing with Incidents

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

- If bullying is suspected please speak to your child's class teacher in the first instance
- The incident will be dealt with immediately and all aspects investigated and those involved interviewed.
- Parents will be notified and individual considered action will follow depending on the severity of the situation in accordance with the school's behaviour and discipline policy.
- When responding to cyberbullying concerns the school will take all available steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary. The police will need to be involved to enable the service provider to look into the data of another user.
- If content posted online is offensive or inappropriate, and the person or people responsible are known, then the school will ensure that they understand why the material is unacceptable or offensive and will request that they remove it.
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the school's behaviour and discipline policy.
- Parents/carers will be kept informed
- Sanctions will be used as appropriate and in consultation with all parties concerned
- If necessary and appropriate, the police or other local services will be consulted.
- All incidents are recorded in our behaviour logs.

Punitive measures will be used as appropriate and in consultation with all parties involved; these may including:

- official warnings to cease offending
- exclusion from certain areas of school premises
- internal exclusion for a set period of time
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

We will always try to reconcile the pupils involved.

DO NOT:

1. attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to the parent;
2. encourage your child to 'bully back'.

Key staff members in this process include the Head of School, Deputy Head of School (our inclusion manager) class teachers, non-teaching staff and learning mentors.

Opportunities exist at our weekly concerns meeting to discuss specific issues.

8. Prevention

We adopt a variety of strategies to raise awareness of bullying and to discourage bullying:

- create an atmosphere in the classroom and throughout the school where all children feel valued and appreciated;
- use 'circle time', class discussions or other regular opportunities which encourage children to openly raise issues of concern;
- address issues of bullying through regular assemblies throughout the year;
- discuss strategies with the children to prevent bullying;
- encourage the children to speak out if they know someone is being bullied;
- make children aware that we as a school, will not tolerate bullying;
- use curriculum opportunities to develop children's understanding of the effects of bullying;
- use the Friendship Stop and worry boxes
- celebrate and participate in anti-bullying week activities;
- take the time to listen and to investigate incidents of bullying;
- making all efforts to change bullying behaviour into positive attitudes • ensure the school has a strong pupil voice

To model anti-bullying behaviour adults need to:

- show respect for every individual;
- be aware of vulnerable children;
- criticise the behaviour rather than the child;
- avoid having favourites or giving privileges to specific children;
- be seen to be fair and even handed, particularly with the treatment given to children of coworkers or friends;
- encourage different friendship groups – sometimes friendship groups may bring about an imbalance of power – all must be welcomed into the group – we may not be able to be friends with everyone but we must show respect and be kind to each other
- avoid labelling;
- have high expectations of all pupils;
- avoid reference to other members of the family; for example, "…just like your brother!";

never give pupils ammunition to use against each other.

9. Monitoring, evaluation and review

The policy will be promoted and implemented throughout the school. This advice and effectiveness of this policy will be kept under review and updated as necessary in line with DfE advice.

Additional Information

Supporting Organisations and Guidance

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Anti-Bullying Pro: www.antibullyingpro.com

Barnados: www.barnardos.org.uk

Childline: www.childline.org.uk

Diabetes UK: www.diabetes.org.uk

DfE: "Preventing and Tackling Bullying. Advice for Head of Schools, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools" November 2014: https://www.gov.uk/government/publications/preventing-andtacklingbullying

DfE: "No health without mental health": https://www.gov.uk/government/publications/nohealthwithout-mental-health-a-crossgovernment-outcomes-strategy

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

National Autistic Society: www.autism.org.uk

NSPCC: www.nspcc.org.uk

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

Cyberbullying

Childnet International: www.childnet.com

Digizen: www.digizen.org

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk

LGBT

Diversity Role Models: www.diversityrolemodels.org

EACH: www.eachaction.org.uk

Pace: www.pacehealth.org.uk

Schools Out: www.schools-out.org.uk

Stonewall: www.stonewall.org.uk

SEND

Changing Faces: www.changingfaces.org.uk

London speech Therapy: www.londonspeechtherapy.co.uk

Mencap: www.mencap.org.uk

DfE: SEND code of practice: https://www.gov.uk/government/publications/send-codeofpractice-0-to25

Racism and Hate

Anne Frank Trust: www.annefrank.org.uk

Kick it Out: www.kickitout.org

Report it: www.report-it.org.uk

Stop Hate: www.stophateuk.org

Show Racism the Red Card: www.srtrc.org/educational