



Anti-Bullying Policy

We are committed to providing a caring, friendly and safe environment for our school communities so that we can work and learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our schools. If bullying does occur, all pupils and adults should be able to tell and know that incidents will be dealt with promptly and effectively. We are *TELLING* schools. This means that *anyone* who knows that bullying is happening is expected to tell a member of staff as soon as possible.

The purpose of this policy statement is:

- to prevent bullying from happening between children, young people and adults who are a part of our school communities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working in the Two Rivers Federation, including senior leaders and the board of governors, staff, volunteers, sessional workers, agency staff and pupils.

Separate documents set out:

- Schools' behaviour policies
- Safeguarding and child protection policy
- Keeping children safe in Education (DfE)
- Code of conduct for staff and governors
- Policies and procedures for preventing and responding to bullying and harassment that takes place between adults involved with our organisation.

What is bullying?

Bullying includes a range of abusive behaviour that is

- repeated
- intended to hurt someone either physically or emotionally.

Find out more about bullying and cyberbullying Legal framework: <https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying>

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK.

NSPCC Learning provides summaries of the key legislation and guidance on:

- bullying and cyberbullying
- online abuse
- child protection in each nation of the UK.

We believe that

- children, young people and adults should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it
 - providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
 - putting clear and robust anti-bullying procedures in place.

Our regular discussions with staff, volunteers, children, young people and families will focus on:

- responsibilities to look after one another and uphold the behaviour code – through PSHE curriculum
- practising skills such as listening to each other
- respecting the fact that we are all different
- making sure that no one is without friends
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well

Responding to bullying

We will make sure our response to incidents of bullying takes into account

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our organisation as a whole.

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

More information about responding effectively to bullying is available:

- protecting children from bullying and cyberbullying

<https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying>

- recognising and responding to abuse.

<https://learning.nspcc.org.uk/child-abuse-and-neglect/recognising-and-responding-to-abuse>

Diversity and inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people
- welcoming new members to our organisation
- safeguarding children who come from Black, Asian and minoritised ethnic communities
- safeguarding deaf and disabled children and young people
- safeguarding LGBTQ+ children and young people
- safeguarding children with special educational needs and disabilities (SEND).

Related policies and procedures

This policy statement should be read alongside our organisational policies and procedures including

- safeguarding and child protection policy and procedures
- managing allegations policy and procedures
- code of conduct for staff and volunteers
- equality, diversity and inclusion policies/statements.

Contact details

Nominated anti-bullying lead: **Donna Clark** (Inclusion Lead)

Designated Safeguarding Lead: **Melanie Smallwood** (Executive Head Teacher)

Deputy Designated Safeguarding Leads: **Karen Lintin** (Head of School) - **Sarah Rushworth** (Head of School)

We are committed to reviewing our policy and practice at least once a year.

This policy was last reviewed: November 2022 – revisit: March 2023 - Review November 2025

Next review: **November 2028**

NSPCC Helpline 0808 800 5000

Responses to incidents of bullying:

Recognising that a child may be being bullied: A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs/changes in behaviour and they should investigate

Procedures

1. Report bullying incidents to staff for investigation
2. In cases of bullying, incidents will be recorded by staff – cpoms
3. Where bullying has occurred Parents will be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

- These will be considered on a case by case basis and in line with behavioural principles and policy
- Internal or external exclusion will be considered
- If possible, the pupils will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Dealing with bullying incidents when they occur

All staff need to be approachable and receptive to children's reports of bullying. The children must know that it is appropriate to discuss with adults any infringement of their rights

Children should also know that the problems of peers should be known about and tackled corporately

At the same time all adults should be alert to signs of bullying. Action and intervention must follow quickly and unambiguously.

The immediate aim is to stop the bullying and to provide a reassurance and support for the person being bullied. Parents as well as children need to know that any incident is being taken seriously and dealt with promptly according to the stated guidelines.

All incidents of bullying must be reported initially to the class teacher and then to The Head of School or a senior leader/Inclusion lead, they must also be recorded on cpoms and alerted to the inclusion lead.

All incidents should be recorded using the bullying report form (BPRI) and/or the incident report form (cpoms) From such records patterns of behaviour can be detected and, when parents are brought in as partners, the presence of a record will prove an additional reassurance.

<https://www.devon.gov.uk/support-schools-settings/inclusion/bpriresource/>

It is not enough to assume that bullying has ceased following intervention by an adult. There needs to be a continuous review and observation, and/or perhaps special supervision for some time after the bullying appears to have ended.

The Head of School is responsible for co-ordinating and recording a response to a bullying incident

- Working with pupils who are being bullied:

Teachers are aware that if standards are to be high, all our pupils need to feel secure and listened to and not preoccupied with the unacceptable behaviour of others.

For a pupil to discuss incidents of this nature he or she must feel safe with the adult concerned

Ideally such discussion will take place in a private space and be given adequate time.

In every circumstance teachers must be seen to listen carefully and accept what pupils say in a calm and non-judgemental manner.

At the end of a discussion the pupil must know that the teacher is concerned that the bullying has happened and that help will be forthcoming.

Within the school procedures for handling incidents of difficulty, the pupil should be given access to a member of staff with whom they can discuss any further problems. It may be helpful for the pupil to decide who this is.

In due course it may be necessary to work with a pupil and/or parents on strategies that will help to safeguard against further incidents.

- Working with children who bully

Working with children who bully is equally as important as working with the victim

No form of bullying behaviour is to be condoned. However, the reasons for bullying behaviour are frequently very complex

Although the behaviour is unacceptable the pupil and their wellbeing are of value to us.

A discussion will take place in a private space and be given adequate time.

In every circumstance teachers must be seen to listen carefully and accept what pupils say in a calm and non-judgemental manner.

Bullies need clear feedback on the distress that their behaviour has caused and, if it is deemed appropriate for the victim to be present, for each to listen to the others perspective.

Support should be offered towards changing the behaviours. Positive changes in behaviour should be rewarded

In due course it may be necessary to work with a pupil and/or parents on strategies that will help to prevent further incidents.

- Wider Support: Inclusion Lead

In both cases the inclusion lead will be consulted and a referral may be made to the pastoral care team.

Parents of both parties will be offered follow up meetings/contact to review progress

Bullying between adults

We ask that all adults in our school communities adhere to the principles of this policy and are mindful of how they treat each other and the children in our care.

Links to code of conduct for:

- Staff
- Governors
- Parents

The policy principles apply to adults who feel they are being bullied. A member of staff must report incidents to the Executive Head Teacher or the Chair of Governors.

Staff may feel bullied by parents, colleagues, volunteers or members of the wider school community, they should report their concerns as soon as possible so that a senior leader is able to help.