Morville Primary School

Policy:

Anti Bullying

Last Review: February 2017

Member of staff responsible: Sue Blackburn

Review Date: February 2019

1.0 Introduction

1.1 The governors and staff of Morville Primary school fully recognise the contribution it makes to safeguarding children. We recognise that all staff, including volunteers, have a full and active part to play in protecting our pupils from harm. Dealing with bullying may also link to the school's statutory duties under the Equality Act 2010.

1.2 All staff and governors believe that our school should provide a caring, positive, safe and stimulating environment which promotes the social, physical and moral development of the individual child.

1.3 All governors and staff 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 both teaching and non-teaching staff of the need to safeguard bullied children, and of their responsibilities in identifying and reporting possible cases of this form of abuse in line with Local** and National procedures and guidance* **.

1.4.3 To provide a systematic means of monitoring children known or thought to be at risk of harm from bullying.

1.4.4 To emphasise the need for good levels of communication between all members of staff.

1.4.5 To develop a structured procedure within the school which will be followed by all members of the school community in cases of suspected bullying abuse.

1.4.6 To develop and promote effective working relationships with other agencies, especially the Police and Social Services.

1.4.7 To ensure that all adults within our school who have access to children have been checked as to their suitability, 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 undertakes regular training, where bullying is identified as abuse in its own right.

2.1.2 We have a member of staff who will act in the Designated Person's absence and deal with any bullying issues.

2.1.3 All members of staff develop their understanding of the signs and indicators of bullying and its direct abuse.

2.1.4 All members of staff know how to respond to a pupil who discloses bullying.

2.1.5 All parents/carers are made aware of the responsibilities of staff members with regard to child protection procedures**, or information on how access them on line.

2.2 Our procedures will be regularly reviewed and up-dated.

2.3 All new members of staff will be given a copy of our anti bullying policy as part of their induction into the school.

*   *DfES/0027/2004 Safeguarding Children in Education*
**   *Shropshire Safeguarding Children Board Procedures*
***   *Working together to Safeguard Children HM Government 2010*
Keeping children Safe in Education 2016.

3.0   Responsibilities

3.1 The Designated Person who is the Head teacher is responsible for:

3.1.1 Adhering to the SCB, CSA and school procedures 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 for action.

3.1.3 Ensuring that all such records are kept confidentially and securely and are separate from pupil records.

3.1.4 Ensuring that an indication of further record-keeping is marked on the pupil records.

3.1.5 Ensuring that any pupil currently on the child protection register who is absent without explanation for two days is referred to Children's Social Services.

4.0   Supporting Children

4.1 We recognise that a child who has intermittent or persistent abuse by bullying 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 abused or who are at risk of harm. Contrary to that, we recognise that this stability could be compromised 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 in these circumstances may range from that which is perceived 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 whilst not condoning aggression or bullying.

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/appropriate 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 thematic Local and National anti bullying campaigns.

4.4.4   Notifying Children's Social Services as soon as there is a significant concern.

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 are confidential.

5.2   The Headteacher and the Senior, are the Designated Persons 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, but a child's concerns must be sensitively handled in the case of those perpetrators of the bullying, where cessation is the key outcome and re assurance for the victim paramount.

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 anxieties with the Designated Person and to seek further support as appropriate.

7.0   Allegations against staff

7.1   We understand that a pupil may make an allegation 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 Principal Officer Child Protection for Schools & Early Years, or in their absence the Safeguarding Advisory Service.

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   Whistleblowing

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 colleagues.

9.0   Cyberbullying

9.1   We recognise that bullying increasingly takes place in "cyber" environments, such as on the Internet and through the use of mobile phones. In whatever form, we will take action to prevent phones and computers 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 and the Headteacher, and if appropriate, outside agencies.

9.3　We recognise and will act in accordance with guidelines set down by the DfES on cyberbullying as specified on **www.dfes.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 is in line 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　**Homophobic and transphobic bullying**
　　　　Pupils are taught that anyone using the word 'gay' when describing something is a form of bullying and why it is wrong.
12.2　Our Discipline and behaviour policy clearly sets out the schools approach to handing any incidents of Homophobic and transphobic bullying and that any incidents are formally recorded.

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 perpetrator.

　　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 PSHCE 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.

Websites to support e-safety (with an anti-bullying focus)

CEOP Reporting abuse and links to **Think-U-Know** resources	http://www.ceop.police.uk/ http://www.thinkuknow.co.uk
Professional Helpline support for school staff (**0844 3814772**)	http://www.saferinternet.org.uk/
DfE information for teachers	http://www.education.gov.uk/schools/ pupilsupport/pastoralcare/b00198456/ principles-of-e-safety
Internet Watch Foundation Report online criminal activity here.	http://www.iwf.org.uk/
SWLG Exemplar policies, resources and advice.	http://www.swgfl.org.uk/Staying-Safe
Facebook's Safety centre – advice for teachers	http://www.facebook.com/safety/
Sites from Childnet International Childnet **Excellent teacher support (NQTs).** Kidsmart (for Primary pupils, parents and educators) Digizen (11-16 yr olds, parents and educators Chatdanger Full of real life examples relating to internet safety issues Childnet.com/sorted Technical advice relating to file sharing, viruses, security issues and privacy etc.	www.childnet.com/kia www.kidsmart.org.uk www.digizen.org www.chatdanger.com www.childnet.com/kia www.childnet.com/sorted
'Get Safe Online' is a joint initiative between the Government, the National Crime Agency, and public and private sector supporters from the world of technology, communication, retail and finance to raise awareness of internet security. Download the excellent 'rough guide' or browse safety tips online.	http://www.getsafeonline.org/
Webwise.ie - Irish websafety site with good, easily accessible resources and information.	http://www.webwise.ie
Information Commissioner's Office (**ICO**) - protecting personal data advice for teenagers.	http://www.ico.gov.uk/youth.aspx
Direct Gov's **"Click Clever, Click Safe"** advice site for Parents and Young People.	http://clickcleverclicksafe.direct.gov.uk/ index.html
KidsandMedia - Wide range of help for parents. Focused questions across a wide range of topics.	http://www.kidsandmedia.co.uk/
Netsafe - A useful New Zealand resources with information and activities for parents, children (Hector's World), and schools.	http://www.netsafe.org.nz/
GetNetWise contains the largest online repository of instructional **how-to video tutorials** that show parents and users how to keep their family's online experiences safe and secure. Instructional videos range from setting your search engine to filter pornography in its search results to activating your computer's security settings.	http://www.getnetwise.org/videotutori als/ http://kids.getnetwise.org/tools

National Education Network E-Safety Content Matrix. Maintained database of key sites categorised into user groups such as LA's, SLT's, teachers etc.	http://www.northerngrid.org/ngflwebsite/esafety_content_matrix2/EsafetyContentMatrixV1.html
Vodafone have a good online resource book (they may send some to schools). This includes useful 'how to. guides for facebook settings etc.	http://parents.vodafone.com/
National Bullying Helpline: Support for adults	www.nationalbullyinghelpline.co.uk
Cyber Mentors	www.cybermentors.org.uk
Childline	www.childline.org.uk
Digizen: **Let's fight it together** video and resources to support anti-bullying	http://old.digizen.org/cyberbullying/fullfilm.aspx?video=s
Make them go away Link to a youtube video series. These anti-bullying materials were distributed to all schools.	http://www.youtube.com/watch?v=Cw0VrC5ODKA
Anti-bullying day 2016 resources	http://www.anti-bullyingalliance.org.uk/aba-week/resources
Safer Internet day 2016 resources	http://www.saferinternet.org.uk/safer-internet-day/2014
Cyber Street A new website launched by HM Government. Be Cyber Streetwise is a cross-government campaign, funded by the National Cyber Security Programme, and delivered in partnership with the private and voluntary sectors. The campaign is lead by the Home Office, working closely with the Department for Business, Innovation and Skills and the Cabinet Office. We aim to measurably and significantly improve the online safety behaviour and confidence of consumers and small businesses (SMEs). On this website we've collected links to all the great resources produced by partners, helping you find the information you need to protect yourselves, your families and your businesses.	www.cyberstreetwise.com
Action Fraud is the UK's national reporting centre for fraud and internet crime, which provides support to citizens and a reporting service for crime and crime related incidents through its web based and contact centre channels.	www.actionfraud.police.uk
Out of Your Hands? is brought to your by Mobile Industry Crime Action Forum (MICAF), the Home Office and the National Mobile Phone Unit, to educate young people aged 7 to 16 on the responsible way to own, operate and safeguard their mobile phone.	www.outofyourhands.com
Common Sense Media is dedicated to improving the lives of kids and families by providing the trustworthy	www.comonsensemedia.org

information, education, and independent voice they need to thrive in a world of media and technology.

For further assistance, please contact:

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