



Dover Down Lower School

# **Anti-Bullying Policy**

Adopted

Summer 19

# **Doverly Down Lower**

## **ANTI-BULLYING POLICY**

At Doverly Down Lower School we take bullying seriously. We believe it is everybody's responsibility to deal with incidents of bullying in line with this policy, when they occur.

Throughout their education, every pupil has the right to:

Stay safe: being protected from harm and neglect and grow up able to look after themselves.

Enjoy and achieve: getting the most out of life and developing broad skills to adulthood

These outcomes are implicit in the application of Doverly Down Lower School's anti-bullying policy.

### **RATIONALE**

We are a caring school where respect for individuals and good relationships between all members of the school community is central to our well-being. Bullying will not be condoned as it can cause serious long term damage to the victim's health, educational attainment and outlook on life.

We acknowledge that bullying can and does happen in ALL schools as well as in the wider community; and that bullying can happen to adults in the workplace.

### **DEFINITION**

There are many definitions of bullying, but we consider it to be:

- Deliberately hurtful
- Repeated over a period of time
- Difficult for the victims to defend themselves against

Bullying can take many forms, including:

- Physical – hitting, kicking, taking belongings.
- Verbal – name calling, insulting, making offensive remarks.
- Indirect – spreading nasty stories about someone, exclusion from social groups, intimidating looks or gestures, being made the subject of malicious rumours.
- Cyber – Cyberbullying is any form of bullying which takes place online or through: smartphones, tablets or any consumer electronics, social networking sites, messaging apps, emailing platforms, gaming sites, chat rooms and virtual reality platforms.

### **PREVENTATIVE STRATEGIES**

The school recognises that the anti-bullying policy is an implicit element of an effective behaviour policy. Our Behaviour Policy is based on fair, explicit and consistent rules of conduct that

encourage and reward appropriate behaviour. We believe that good behaviour is based upon respect and all pupils are encouraged to take responsibility for their own behaviour. The promotion of good behaviour involves all staff, pupils, school and home and this approach enables school and home to engage in a positive partnership based on shared expectations.

We are committed to preventative action and through our PSHE and Values approach in classes and through whole school assemblies as well as teaching children about online safety in ICT. We aim to enhance an anti-bullying culture throughout the school.

This policy should be read in conjunction with our Behaviour Policy.

## **PROMOTING ACTION AGAINST BULLYING**

Doverly Down Lower School takes all concerns about and claims of bullying seriously. The school will investigate the claims and concerns and seek to establish whether we are dealing with an isolated incident or sustained bullying in order to deal with it in the most appropriate and effective manner.

Through this policy we aim to build confidence among children in adults in the school to recognise the signs and indicators that someone is being bullied and to report all bullying. We want to enable children to talk about bullying in a safe and supportive environment, where they have confidence that something will be done to stop it.

The school will implement an appropriate strategy to address the problem. These include:

- Recording all incidents of bullying
- Listening carefully to pupils and providing opportunities for them to express their views and opinions formally and informally (e.g. through circle time, as part of a planned lesson with an anti-bullying focus)
- The use of Restorative Justice
- The use of Protective Behaviours
- Individual support
- Involving parents
- Targeted support through small group activities

## **HOW THE SCHOOL RESPONDS TO SPECIFIC INCIDENTS OF BULLYING**

Children will know who to talk to in the first instance. This will usually be their class teacher, but it could also be any member of the School Community, adults or children.

The children must be given every opportunity to report the bullying in the first instance, but it will be the class teacher who will follow up allegations. Therefore, any other adult in a position of responsibility should feed back to the class teacher as soon as possible.

- The class teacher takes steps to discuss accusations of bullying with the children involved to establish the situation and talk through any issues. An early resolution is sought using these strategies.

- All parties involved are informed that the situation is being monitored by the class teacher/s concerned.
- If there is no improvement, or further bullying occurs, the parents of the children must be contacted in order to come into school to discuss the problem and to make clear that a zero tolerance policy is being adhered to. If further bullying takes place, there is a real risk that the bully will be excluded for a fixed term in the first instance.
- As a result of the discussion clear expectations are laid down as to the child's:
  - Expected behaviour and attitudes;
  - Where they should be at specific times of the day;
  - Who they should report to, and when:
  - Who they should keep away from:
  - The arrangements for being in the classroom, lunchtimes, start and end of the school day.
  - Individual circumstance will determine the precise arrangements to be made.
- We acknowledge children displaying bullying behaviours need support to raise their self-esteem and develop their social skills. In partnership with the child's parent / carer we will formulate a plan to deliver appropriate support.

### **THE ROLE OF THE PARENTS**

Parents, 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.

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

### **MONITORING AND REVIEW**

This policy is monitored regularly by the headteacher, who reports to governors about the effectiveness of the policy on an annual basis.

Ratified by Governors ..... Date: September 2019

Chair of governors: Ian Haynes

Date to be reviewed: July 2020

Monitored by Governors