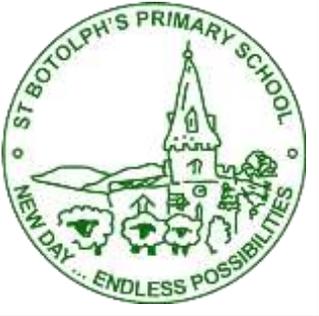| Policy:	**Anti-Bullying Policy** June 2019 Early review, April 2020	
Status:	Statutory	
Review Date:	June 2021 April 2022	

At St Botolph's CE Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989, **a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'.** Where this is the case, the school staff should report their concerns to the Designated Safeguarding Lead, in line with the school's Child Protection and Safeguarding Policy.

In relation to bullying, this policy also makes reference to **peer-on-peer abuse**:

St Botolph's CE Primary School recognises that children are vulnerable to and capable of abusing their peers. We take such abuse as seriously as abuse perpetrated by an adult. This includes verbal as well as physical abuse.

Peer on peer abuse will not be tolerated or passed off as part of "banter" or "growing up".

We are committed to a whole school approach to ensure the prevention, early identification and appropriate management of peer on peer abuse within our school and beyond. In cases where peer on peer abuse is identified we will follow our child protection procedures, taking a contextual approach to support all children and young people who have been affected by the situation.

We recognise that peer on peer abuse can manifest itself in many ways such as:

➢ Sexual violence and sexual harassment (part five of the Safeguarding Policy sets out how schools should respond to reports of sexual violence and sexual harassment)

➢ Child Sexual Exploitation

➢ Sexting (also known as youth produced sexual imagery) - the LA provides Searching Screening and Confiscation Advice for schools. The UK Council for Internet Safety (UKCIS) Education Group has published Advice for Schools and Colleges on Responding to Sexting Incidents

➢ Upskirting

➢ Bullying – through words and actions such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm and emotional harm

➢ Radicalisation

➢ Abuse in intimate relationships

➢ Children who display sexually harmful behaviour

➢ Gang association and serious violence (County Lines)

➢ Technology can be used for bullying and other abusive behaviour

Any incidents of peer on peer abuse will be dealt with seriously by the Designated Safeguarding Lead or their deputy in-line with the Safeguarding Partnership Guidance in responding to peer on peer abuse. Further measures will be considered by the Head Teacher as appropriate, with sanctions dependent on the situation. Some of these behaviours will need to be handled with reference to other policies in school such as the, child protection policy and e-safety policy.

'BULLYING' DEFINITION (used with the children in school):

- Bullying is when someone deliberately hurts a person or makes them unhappy through things they say or do.
- It will be Several Times On Purpose (STOP) and be difficult to defend yourself against it.

Bullying can be done verbally and physically. Verbal bullying is the most common form and can be using words in writing or images, including through communication technology (cyber bullying), graffiti, text messaging, e-mail or postings on websites.

Work in school:

Through our PSHE and assembly programme we aim to develop the self-esteem of all pupils and help them to recognise their own and the qualities of others.

Our pupils are taught:

- that EVERYONE has the right to be happy and to feel safe.
- to value themselves and to be assertive.
- that difference and diversity are positive things.
- to understand what bullying is and what forms it can take.
- to recognise bullying by using the **STOP** method (Several Times on Purpose & Start Telling Other People)
- about e-safety and the potential risks of the internet/technology
- that in life we will not like everyone we meet, but that we can and must work alongside them effectively and with tolerance.

Our pupils are taught the first step in dealing with bullying is to ask them to stop and to explain assertively to them how their chosen actions makes them feel.

Our pupils are taught to tell an adult and that this is not 'telling tales' or 'snitching'. They are taught that if someone says they are telling tales that this is a sign they are doing the right thing as a bully does not want to be in trouble.

As a result of these strategies bullying is kept to a minimum and any incidents are swiftly resolved as soon as staff are aware of them:

Allegations of bullying – Procedures followed:

Bullying will not be tolerated. All reported bullying is taken very seriously and investigated thoroughly.

When there is an accusation of bullying of any kind, the first action is to ascertain that it is 'bullying' (ie something that has occurred several times on purpose) and not just a one-off incident.

If it appears bullying is evident, all those involved are listened to and their views are sought, including that of the bully. All comments are recorded on an official form (see appendix) and any inconsistencies are clarified until a clear picture is gained. If possible, witnesses will be called upon to give an objective viewpoint.

Any incident of bullying by children automatically means that parents are informed about the incidents and are invited into school to discuss ways of ensuring there are no further incidents.

All staff are informed and support the children involved. The children work with the Headteacher/ Classteacher/ Family Wellbeing Leader to support them through this time.

Cyberbullying *(extract from e-safety policy)*:

Cyber bullying is bullying through the use of communication technology like mobile phone text messages, e-mails or websites. This can take many forms for example:

- Sending threatening or abusive text messages or e.mails, personally or anonymously
- Making insulting comments about someone on a website, social networking site (eg:Facebook) or online diary (blog)

- Making or sharing derogatory or embarrassing videos of someone via mobile phone or e.mail (such as 'Happy Slapping' videos)

It should be noted that the use of ICT to bully could be against the law. Abusive language or images, used to bully, harass or threaten another, whether spoken or written (through electronic means) may be libellous, may contravene the *Harassment Act 1997 or the Telecommunications Act 1984*.

The use of the web, text messages, e-mail, video or audio to bully another pupil or member of staff will not be tolerated.

If a bullying incident directed at a child occurs using email or mobile phone technology either inside or outside of school time, we will:
1. *Advise the child not to respond to the message*
2. *Refer to relevant policies including e-safety/acceptable use, anti-bullying and PHSE and apply appropriate sanctions*
3. *Secure and preserve any evidence*
4. *Inform the sender's e-mail service provider*
5. *Notify parents of the children involved*
6. *Consider delivering a parent workshop for the school community*
7. *Consider informing the police depending on the severity or repetitious nature of offence*
8. *Inform the LA e-safety officer*

If malicious or threatening comments are posted on an Internet site about a pupil or member of staff, we will:

1. *Inform and request the comments be removed if the site is administered externally*
2. *Secure and preserve any evidence*
3. *Send all the evidence to CEOP at www.ceop.gov.uk/contact_us.html*
4. *Endeavour to trace the origin and inform police as appropriate*
5. *Inform LA e-safety officer*

Bullying Incident Report Form

SECTION A: ALLEGED BULLYING INCIDENT

Target

Name(s)   Age   Year group   Class

Ethnicity   Gender M / F   SEN Stage

Home language   looked-after child Y / N   young carer Y / N

Member of staff to whom the incident was reported

Date of incident

Time of incident

Location of incident

Target's Account / Concern of parents/carers

Alleged perpetrator(s):

Name(s)   Age   Year group   Class

Nature of incident including details of any injury or damage to property, etc

Circle any elements that apply:

Form: Physical   Verbal   Indirect   Cyberbullying

Type: Race/religion/culture   Sexual/sexist/transphobic/ Homophobic

              SEN/disability   Home circumstances   Gifted/talented

              Health conditions   Other

Parents/carers of alleged target(s) informed:

Date   Time   By who

SECTION B: ACCOUNTS OF THOSE INVOVLED

Alleged perpetrator(s) account of the incident

Name(s)	Age	Year group	Class

Bystanders'/ witnesses' accounts of the incident

Name(s)	Age	Year group	Class

Parents/carers of alleged perpetrators informed:

Date	Time	By who

SECTION C: ACTION TAKEN

Details of immediate action taken

Monitoring of action taken and details of follow up and longer term action taken