

Dorchester Primary School



Policy for Anti-Bullying

"Achieving Excellence Together in a Caring Community"

Date of Policy: December 2022

Review Date: December 2024

Statement of Purpose

At Dorchester Primary School, our central purpose is to provide an inclusive education, giving all children equal opportunities to access all areas of the curriculum, irrespective of any difference of ability, race or gender.

We believe every child should be able to achieve excellence in a caring community.

Definition

At Dorchester we believe that everyone has the right to feel welcome, secure and happy. We expect everyone to respect each other's feelings and behave considerately. Only if this is the case will all members of the school community be able to achieve their maximum potential. Bullying of any sort prevents this from being able to happen and prevents the equality of opportunity. It is everyone's responsibility to prevent bullying from happening and this policy contains procedures to support this.

Aims

This policy is closely linked to our Relationships and Behaviour Policy, e-Safety/Teaching and Learning (Computing) policy and PSHE policy. Through the implementation of this policy, we aim to provide a clear framework for all members of the school community to follow and ensure consistent treatment of all children both inside and outside of the classroom.

Bullying is defined as:

- Deliberately hurting others physically or emotionally
- Repeated over a period of time
- Difficult for victims to defend themselves against

Bullying can take many forms including:

- Physical – hitting, kicking and taking belongings
- Verbal – name calling, insulting and making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups or being made the subject of malicious rumours, emails or texts.

At Dorchester Primary school, we also recognise that bullying can be aimed at individuals or groups based on their ethnicity, culture, religion or belief, home language, family background, learning difficulties, disabilities, sex, sexual orientation, gender reassignment, marital status, age or pregnancy.

If any bullying occurs, or is suspected, this is reported to the Head teacher, recorded via My Concern and, where found to be substantiated, reported to Governors. Where an individual's protected characteristic is a factor of the bullying, this is also recorded and taken into consideration, both in that instance and afterwards in order to prevent future related instances.

Outcomes Implementation of this policy will support the children in:

- Feeling secure within the caring community of the school environment
- Learning well and achieving excellence
- Being proactive in preventing any bullying in the future

Children will be encouraged to:

- Be an “upstander” by telling a trusted adult in the school
- Ask a friend to be with them if they would like support when reporting bullying
- Tell their family
- Not blame themselves for what has happened
- Report all instances so that they can be investigated and dealt with promptly

Staff will:

- Take all reports of incidents of child-on-child abuse, including bullying seriously and investigate them or share reports with a more senior member of staff (year lead, Member of SLT, DSL) to investigate
- Not make premature assumptions
- Listen carefully to all accounts – several pupils saying the same thing does not necessarily mean they are telling the truth so all instances will be thoroughly investigated without prejudice

- Allow each pupil to give their account and an opportunity to discuss a possible solution to the problem through a restorative conversation
- Ensure a safety plan is in place for the victim and that abuse towards the instigator has been considered as a trigger
- Follow up repeatedly to check that bullying has not resumed
- Use the curriculum where appropriate to tackle bullying issues
- Ensure that the incident is recorded on My Concern and allocated to the children involved (victim and instigator)
- Speak to parent(s) and/or carer(s) and engage them in the plan for restoration
- Employ other sanctions if problem solving approaches do not work as outlined in the Relationships and Behaviour Policy

Reporting Incidents

The following systems are in place for reporting incidents, both verbal and written.

- Child to report incident (possibly with/via a friend) to any member of staff
- If at lunchtime, midday supervisor to advise senior midday supervisor of the incident. Senior midday supervisor to report the incident to the class teacher or year lead.
- First adult to receive the initial report will log the incident on My Concern - all adults who have dealt with the report will then add their information either by being added as a team member to the original concern or by logging their own individual concerns.
- Class teacher or Year lead will ensure an appropriate discussion with SLT and an investigation by the most appropriate staff member will be undertaken; a restorative conversation and preparation will follow.

All instances of bullying will be reported to parents/carers, either by telephone or a face to face meeting.

Parental Involvement

The parents/carers of all children involved will be informed of a serious incident and the action that has taken place.

They will be asked to support strategies proposed to tackle the problem.

Those involved will be supported by a trusted adult, usually a member of SLT, to help explain and understand the consequences of bullying and impact that their behaviour, in the case of the instigator, has had on the person they have bullied. Any sanctions will be clearly explained, including the reason for these. Sanctions may include an individual behaviour plan, daily behaviour monitoring with a member of SLT, removal from class or the playground, suspension or, in extreme cases, a permanent exclusion from Dorchester Primary School.

Responsibilities

It is everyone's responsibility to make sure all pupils feel safe and report any incidents. It is the responsibility of the staff to deal with each incident sensitively and appropriately following this policy.

Confidentiality

Confidentiality will be respected at all times and incidents will be dealt with in a way that minimises the common knowledge of any bullying to allow the victim and instigator a fair resolution.

Complaints

All complaints will be dealt with sensitively. All persons cited/or involved in the complaint will be given the opportunity to discuss the issue directly to seek a solution. The complaints policy is available on the school website in the "Policies and Documents" section.

Equal Opportunities

At Dorchester Primary School, we aim to treat everyone with respect, regardless of ethnicity, culture, religion or belief, home language, family background, learning difficulties, disabilities, sex, sexual orientation, gender reassignment, marital status, age or pregnancy. We want to provide equal access to all aspects of school life and work to ensure that everyone is valued fully as an individual. We are aware of our duty to promote positive attitudes and to challenge stereotypical ideas. For further information, please see our Equality Policy.

Monitoring of the policy

This policy will be monitored by the Head teacher and the Governor Curriculum Committee and reviewed annually by the Full Governing Body. All serious incidents will be reported in the Head teacher report termly.

Adopted by staff and governors December 2022