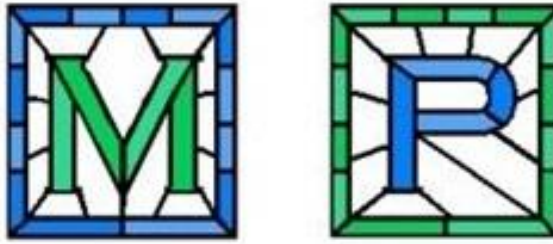


**Monkfield Park**



**Primary School and  
Care & Learning Centre**

# **Anti-Bullying Policy**

Approved by the Governing Body in:  
**Summer 2021**

## **Introduction: Context including National and Local policy and legislation**

The profile of bullying and anti-bullying work locally and nationally has never been higher. Evidence from national and local research indicates that bullying is widespread and consultations with children and young people (CYP) repeatedly identify bullying as a key concern for them.

Protection from bullying and the right to attend education without fear is covered by a number of national legislative drivers and non-statutory guidance (**see appendix A National Legislative and Policy Context**). In particular, The Education and Inspections Act (2006) requires every school to establish measures to encourage good behaviour and prevent all forms of bullying amongst pupils. The Equality Act (2010) requires schools to eliminate unlawful discrimination, harassment and victimisation in relation to pupils who share a protected characteristic and therefore may be vulnerable to prejudice driven bullying.

The Common Inspection Framework (2015) requires Ofsted to make a judgement on the effectiveness of leadership and management and pupils' personal development, behaviour and welfare. Under these two criteria inspections will evaluate the effectiveness of measures established by schools to address all forms and types of bullying (**see appendix B Inspecting Schools**).

## **Definition: What is Bullying?**

### **a) Our Shared Beliefs about Bullying**

Bullying damages children's and young people's physical and mental health, including their self-confidence and ability to build and sustain relationships. It can also destroy self-esteem sometimes with devastating consequences and with the effects lasting into adult life. Bullying undermines the ability to concentrate and learn and can impact on children's and young people's chances of achieving their full potential at school and Care and Learning Centre (hereafter C&LC) and later in life. Bullying causes harm to those who bully, those who are bullied and those who observe bullying. This school and C&LC believe that all children and young people have the right to learn and work in an environment where they feel safe and that is free from harassment and bullying. The purpose of this policy is to communicate how the school and C&LC aim to create a climate and school and C&LC environment in which everyone agrees that bullying is unacceptable and is committed to tackling it in order to improve outcomes for children and young people.

### **b) A Definition of Bullying**

Bullying is a subjective experience that can take many forms. Various national and international definitions of bullying exist and most of these definitions have three things in common, which reflect children and young people's experience of bullying and evidence gained from extensive research in this area. The three common aspects in most definitions of bullying are that:

- It is deliberately hurtful behaviour
- It is usually repeated over time
- There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

These factors are reflected in the DfE and Cambridgeshire Children's Families' and Adults' Services definitions of bullying:

*behaviour by an individual or group, often repeated over time, that intentionally harms another individual or group either physically or emotionally. It involves an imbalance of power, which makes it hard for those being bullied to defend themselves.*

*Cambs CFA 2016*

At our school and C&LC we define bullying as:

*The intentional and (usually) persistent physical, verbal or emotional hurting of one person by another person or group of people which may have a continuing harmful effect on the victim and where the relationship involves an imbalance of power.*

Our school and C&LC council has defined bullying as:

*Bullying is when somebody deliberately hurts you physically (e.g. punching or kicking) or mentally (e.g. name calling), many times over a period of time. There are lots of different types of bullying and all of them are hurtful. This includes cyber bullying.*

### **c) Forms of Bullying**

Bullying behaviour across all types of bullying can represent itself in a number of different forms. Children and young people can be bullied in ways that are:

**Physical** – by being punched, pushed or hurt; made to give up money or belongings; having property, clothes or belongings damaged; being forced to do something they don't want to do.

**Verbal** – by being teased in a nasty way; called gay (whether or not it's true); insulted about their race, religion or culture; called names in other ways or having offensive comments directed at them.

**Relational / indirect** – by having nasty stories told about them; being left out, deliberately ignored or excluded from groups.

**Electronic / 'cyberbullying'** - for example, via text message; via instant messenger services and social network sites; via email; and via images or videos posted on the internet or spread via mobile phone.

### **Specific Types of Bullying**

The school recognises that although anyone can be bullied for almost any reason or difference, some children and young people may be more vulnerable to bullying than others. Research has identified various different types of bullying experienced by particular vulnerable groups of children and young people.

These include bullying related to:

- ethnic, cultural and religious backgrounds
- gender
- gender identity
- sexual identity
- special educational needs and disabilities
- being gifted or talented
- appearance or health conditions
- home circumstances e.g. young carers or looked-after children

### **(See appendix C Bullying Forms and Types)**

The school and C&LC recognises that bullying is a complex type of behaviour occurring between individuals and groups. Different roles within bullying situations have been identified and include:

- The ring-leader, the person who through their social power can direct bullying activity.
- Assistants/associates, who actively join in the bullying (sometimes because they are afraid of the ring-leader)
- Reinforcers, who give positive feedback to the bully, perhaps by smiling or laughing.
- Outsiders/bystanders, who stay back or stay silent and thereby appear to condone or collude with the bullying behaviour
- Defenders, who try and intervene to stop the bullying or comfort pupils who experience bullying.

Some children and young people can adopt different roles simultaneously or at different times e.g. a bullied child might be bullying another child at the same time, or a 'reinforcer' might become a 'defender' when the ringleader is not around.

## **d) Recognising Signs and Symptoms**

The school and C&LC recognises the fact that some children and young people are more vulnerable to bullying than others and is sensitive to the changes of behaviour that may indicate that a child or young person is being bullied. Children and young people who are being bullied may demonstrate physical, emotional and behavioural problems. The following physical signs and behaviour could indicate other problems but bullying will be considered as a possibility:

- Being frightened of walking to or from school or C&LC
- Losing self confidence and self-esteem
- Being frightened to say what's wrong
- Developing unexplained cuts, bruises and other injuries
- Unwilling to go to school or C&LC, development of school or C&LC phobia and unusual patterns of non-attendance
- Failing to achieve potential in school and C&LC work
- Becoming withdrawn, nervous and losing concentration
- Becoming isolated and disengaged from other children and young people
- Developing changes in physical behaviour such as stammering and nervous ticks
- Regularly having books or clothes destroyed
- Having possessions go 'missing' and money 'lost' including packed lunch and money
- Starting to steal money (to pay the perpetrator)
- Becoming easily distressed, disruptive or aggressive
- Developing problems with eating and food
- Running away
- Developing sleep problems and having nightmares
- Developing suicidal thoughts or attempting suicide

Where children and young people are exhibiting extreme signs of distress and changes in behaviour, the school will liaise with parents/carers and where appropriate, relevant health professionals and agencies such as the school nurse/G.P. and the Child and Adolescent Mental Health Service.

## **Implementing the Anti Bullying Policy in our School and Care and Learning Centre**

### **a) Introduction**

This anti bullying policy is set within the wider context of the school and C&LC's and overall aims and values and our work as a National Healthy School and C&LC. As a National Healthy School/C&LC, we are committed to engaging with a whole school and C&LC approach to examining and developing all aspects of school and C&LC life to enhance the physical and emotional health and wellbeing of the whole school and C&LC community.

At Monkfield Park:

- We promote a healthy, safe and caring environment for all pupils and staff.
- We provide a broad and balanced curriculum for all our pupils, having considered gender, ability and culture.
- We promote pupils' self-esteem and emotional well-being and help them to form and maintain worthwhile and satisfying relationships, based on respect for themselves and for others, at home, at school, in the C&LC and in the community.
- We prepare our pupils to meet the challenges of adult life with confidence.
- We provide sufficient information and support to enable our pupils to make safe choices.
- Through an enriched curriculum, we provide young people with opportunities to develop the necessary skills to manage their lives effectively.
- We help our young people to learn to respect themselves and others and move safely from childhood, through adolescence, into adulthood.
- We create a wider awareness of religious, cultural and moral values and respect for different ethnic groups, religious beliefs and ways of life.
- We promote an inclusive ethos and culture where tolerance and respect are promoted and diversity and difference are recognised and celebrated.

Other school and C&LC policies which support our Anti Bullying policy include whole school and C&LC Positive Behaviour, PSHE, Inclusion, Equality and Community Cohesion policies, Gender and Equality scheme, Acceptable Use of ICT policy, Sex and Relationships Education, Gifted and Talented, SEN and Staffing policies.

As well as engaging in the National Healthy School and C&LC Programme, we are also participating in the following local and national programmes and areas of work which support the implementation of this policy: Primary Social and Emotional Aspects of Learning Programme (SEAL) and Continuing Professional Development for teachers and support staff.

The school and the C&LC believe that providing a safe and happy place to learn is essential to achieving school and C&LC improvement, promoting equality and diversity, ensuring the safety and well-being of all members of the school and C&LC community and raising achievement and attendance. In line with national guidance the school and C&LC has allocated specific responsibility for anti-bullying work to the school's Headteacher and the C&LC's Manager, who will support the coordination of a whole school and C&LC approach to managing this important issue. This leadership role on anti-bullying includes the following core elements:

- evaluating data to inform policy development;
- co-ordinating anti-bullying curriculum opportunities;
- overseeing the effectiveness of the anti-bullying prevention and response strategies
- supporting staff to ensure alignment with the school and C&LC anti-bullying policy and practice.

## **b) Policy Aims**

The aim of this anti bullying policy is to communicate the school and C&LC's approach to involving the whole school and C&LC community in developing and promoting a whole school/C&LC anti bullying ethos and culture. The policy provides clear guidance on how the school and C&LC intends:

- To raise the awareness of bullying and the effect it has on children and young people's emotional health and wellbeing, life chances and achievement.
  - To make clear to everyone within our whole school and C&LC community that no form of bullying is acceptable and to prevent, de-escalate and /or stop any continuation of harmful behaviour.
  - To encourage and equip the whole school and C&LC community to report all incidents of bullying, including those who have experienced being bullied and bystanders who have witnessed an incident.
  - To respond quickly and effectively to incidents of bullying using a restorative approach and /or sanctions where necessary
  - To safeguard and offer support and comfort to children who have been bullied and provide longer-term support where necessary to reduce the likelihood of negative effects on their behaviour and self-esteem.
  - To apply reasonable and proportionate disciplinary sanctions to children causing the bullying.
  - To support children who are bullying in recognising the seriousness of their behaviour and to offer support and counselling to help them to readjust their behaviour.
  - To provide longer-term support to promote the self-esteem of those who have been bullied to reduce the likelihood of long-term damage.
  - To address the emotional and behavioural needs of children who bully others to reduce the likelihood of repeated incidents of bullying.
  - To identify vulnerable children and those critical moments and transitions when they may become vulnerable, and provide additional support when needed.
  - To ensure all staff are trained and supported and model positive relationships.
  - To regularly monitor incidents of bullying and harassment and report to responsible bodies e.g. governors.
- To provide a curriculum framework including an entitlement framework for Personal Social and Health Education and Citizenship that includes learning about bullying, diversity, discrimination and personal safety.

## **c) Reporting Incidents of Bullying**

The school and C&LC encourages and equips the whole school and C&LC community to report all incidents of bullying, including children who have experienced being bullied and bystanders who have

witnessed an incident. The school and C&LC endeavours to provide clear, accessible and confidential incident reporting systems, which include access to:

- Staff who are trained in anti-bullying issues
- A designated Anti-Bullying Coordinator/ Person for Child Protection
- Worry monsters/boxes
- 
- Direct contact between parents, children and staff
- Mentors (adults)
- Trained peer mediators (children)

The school and C&LC's incident reporting systems and guidance on defining bullying and recognising the signs and symptoms of bullying in children are recorded and communicated to the whole school and C&LC community via:

- the school and C&LC's anti bullying leaflets for children – FS, KS1, and KS2.
- the school and C&LC's anti bullying leaflet for parents/carers.
- the school and C&LC's prospectus.
- the school and C&LC's safeguarding notice board.
- the school and C&LC's website and information file.
- the school and C&LC's annual Meet the Teacher evenings for parents/carers.

#### **d) Responding to Incidents of Bullying**

The school and C&LC have an agreed procedure for responding consistently to incidents or allegations of bullying, which will be followed by all staff. Direct action to respond to incidents of bullying occurs within a context, which reminds all children that bullying behaviour is unacceptable to the school and C&LC and will not be tolerated. At our school and C&LC all children are encouraged to report incidents of bullying whether they have been bullied or have witnessed bullying. The school and C&LC will investigate the incident and decide on an appropriate course of action. When responding to incidents involving any type of bullying the school will consider the situation in relation to the school's Child Protection Policy and procedures. Statutory guidance on safeguarding children and young people identifies 'Emotional Abuse' as featuring 'serious bullying causing children frequently to feel frightened or in danger; or the exploitation or corruption of children'. In cases of severe or persistent bullying, staff will liaise with the Designated Person for Child Protection particularly where there are concerns that a child or young person may be suffering or likely to suffer significant harm in terms of emotional abuse.

In cases involving cyberbullying, the school and C&LC will follow the cyberbullying guidance in conjunction with the process described below. (see separate Cyberbullying leaflet)

The procedure and stages in responding effectively to bullying at our school and C&LC are:

- **Monitoring and recording behaviour and relationship issues.** The school and C&LC follow a clear behaviour management system, which enables challenging behaviour and relationship problems to be identified, recorded and addressed. This process is part of the school and C&LC's overall positive behaviour policy. It supports the detection of bullying and allows for intervention at an early stage. **When necessary, incidents will be added to the Bullying Log. All staff will have post-it notes for use in out-of-classroom situations, which can be transferred to the Bullying Log or classroom incident book as appropriate. These post-it notes will be kept in the playground bag which all staff on duty should carry.**
- **Making sure the person being bullied is safe and feels safe.** When a child says s/he is being bullied (including when s/he describes disability, racial, gender or homophobic bullying), it is important to acknowledge this. A child's feeling that s/he is being bullied should never be dismissed. Incidents of bullying reported by witnesses are treated in the same manner and will lead to a conversation with the targeted child. Incidents of racist bullying need to be reported to the Deputy Headteacher and the reporting of racist incidents policy.

**Establishing and recording what happened by listening to the targeted child,** different perspectives, including those of the person bullied, the person doing the bullying and those that have witnessed the bullying ('bystanders'). Throughout this process, a written record and log will be kept of the initial incident

and any subsequent incidents. Records will be dated and kept in the Bullying Log. If incidents escalate, and require the involvement of the Headteacher, a more formal recording system will be used (see appendix D Sample Bullying Incident Report Form). Section A of the form includes:

- Date, time incident reported
- Member of staff to whom the incident was reported
- Date, time, location of alleged incident
- Nature of the alleged incident from the perspective of the person being bullied
- Date, time when parents/carers were informed.
- **Deciding upon a response.** All incidents of bullying will be responded to seriously and the behaviour of those who have been bullying will be questioned. It will be made clear that such behaviour is unacceptable. In all cases of bullying the school and C&LC will initially consider the use of a restorative approach to resolving the situation. The school and C&LC believe that children causing harm should be held to account for their behaviour. This means:
  - Accepting responsibility for the harm caused to the individual being bullied;
  - Accepting responsibility for the harm caused to others (for example staff, friends or family);
  - Recognising the need to take action to begin to repair the harm caused; and
  - Agreeing a range of actions – in conjunction with all those involved- which will be monitored over an agreed period of time.

The school and C&LC is currently using the:

- **\*\*Support Group Approach led by trained staff\*\***

The school and C&LC will consider the use of disciplinary sanctions when responding to incidents of bullying. This may be where the school and C&LC restorative approach has failed to prevent further incidents of bullying. Where appropriate the school and C&LC may use sanctions in conjunction with the school and C&LC's restorative approach. Sanctions will be applied fairly and proportionately in accordance with the school and C&LC's behaviour policy, taking account of any special educational needs or disabilities that children may have and taking into consideration the needs of vulnerable children. Bullying by children with disabilities or SEN is no more acceptable than bullying by other children. However for a sanction to be reasonable and lawful the school and C&LC will take account of the nature of the child's disability or SEN and the extent to which the child understands and is in control of what he/she is doing. Disciplinary sanctions are intended to:

- Impress on the perpetrator that what he/she has done is unacceptable
- Deter him/her from repeating that behaviour
- Signal to other children that the behaviour is unacceptable and deter them from doing it.

Sanctions for bullying are intended to hold the children who bully to account for their behaviour and ensure that they face up to the harm they have caused and learn from it. They also provide an opportunity for the children to put right the harm they have caused.

The consequences of bullying should reflect the seriousness of the incident. The school and C&LC takes verbal and relational bullying as seriously as physical bullying. When deciding upon appropriate sanctions for bullying the school and C&LC will ensure that the sanctions address bullying behaviour in a way which does not lead to escalation but resolution and which gives the best chance that bullying will not be repeated. The school and C&LC will draw upon the school and C&LC's positive behaviour policy and follow the system for sanctions, which includes:

- removing child / young person who is bullying from particular groups of children including withdrawing them from certain activities break times/ lunchtimes.
- withdrawing privileges in accordance with the school and C&LC's agreed criteria.
- use of monitoring forms.

Where children do not respond to the school and C&LC's restorative strategies (see above) or sanctions and in the case of more serious and persistent bullying including when violence and damage to property has taken place the school and C&LC will consider excluding the perpetrator from school and C&LC. The DCSF guidance for exclusion appeal panels makes clear that 'pupils responsible for violence and

threatened violence should not normally be re-instated'. Some children who have been subjected to bullying can be provoked into violent behaviour. Where an attack has been provoked after months of persistent bullying, this will be considered differently from an unprovoked attack.

(See Appendix E Responding to Incidents of Bullying)

(See Appendix F- Cyber bullying Guidance)

- **Communicating with the whole school and C&LC community.** The school and C&LC will communicate, where necessary and appropriate to the whole school and C&LC community that the bullying has been taken seriously and has been responded to well. This will include talking to parents/carers. (See Section Working With Parents/Carers)
- **Monitoring and following up with all parties concerned, including parents/carers to ensure that the bullying has stopped.** Part of the school and C&LC's process of responding to an incident is to seek an agreement to meet at some point in the future to see whether the situation has been resolved or whether further work needs to be take place. This will include evaluating the effectiveness of the follow up strategies that have been put in place to ensure that the bullying has stopped. The school and C&LC do not assume that a situation requires no further attention simply because a child has made no further complaints. Where a problem has not been resolved to the satisfaction of all parties the follow up strategies will be reviewed and/or further advice sought. The timing of this monitoring will depend on the agreed responsive approach.
- **Responding to incidents of cyberbullying**  
The school will follow the above procedures alongside the school's E-Safety policy which provides guidance on responding to different forms of cyberbullying and the safe and responsible use of technology.

#### • **Responding to incidents of bullying which occur off the school and C&LC premises.**

The school and C&LC recognise that bullying can and does happen outside school and C&LC, and in the community. Bullying is a relationship issue and its occurrence reflects the ways in which children socialise in school and C&LC and in the wider community. The school and C&LC believe that bullying is unacceptable wherever and whenever it happens.

The school and C&LC encourage children to seek help and to tell us about incidents of bullying that happen outside the school and C&LC so that the school and C&LC can:

- raise concerns and take steps as appropriate e.g. for incidents on buses contact the police to alert them to trouble spots, gangs etc.
- alert colleagues in other schools and C&LCs whose pupils are bullying off the school C&LC premises
- make contact with local police, sports clubs and voluntary organisations
- offer pupils and parents/carers strategies to handle bullying off the school and C&LC premises and guidance on how to keep safe on the internet and when using technology.

#### **e) Working with Parents/Carers**

Where the school and C&LC have become aware of a bullying situation, parents/carers of the child who is being bullied and the child/ young person who is allegedly bullying, will be invited to the school and C&LC to discuss their children's behaviour. The school and C&LC will endeavour to involve parents/carers constructively at an early stage to support the process of investigating allegations and positively working together to seek ways of resolving the situation and bringing about reconciliation. The outcome of the meeting and agreed actions/responses will be recorded by the school and C&LC. The school will work alongside those parents/carers whose children have been bullied to support them in developing their children's coping strategies and assertiveness skills where appropriate.



The school and C&LC adopt a problem solving approach with parents/carers e.g. 'It seems your son/daughter and (other child) have not been getting on very well' rather than 'your son/daughter has been bullying....'. While the school and the C&LC firmly believe that all bullying is unacceptable and that where bullying occurs it must be challenged and the perpetrators made to accept responsibility for their behaviour and make amends, the school and C&LC will refrain from apportioning blame to the different parties involved as this could undermine the cooperative ethos that the school and C&LC are seeking to promote and make it harder to reach a resolution that is effective and long lasting.

The school and C&LC will work alongside those parents/carers whose children have been bullied to support them in developing their children's coping strategies and assertiveness skills. Parents/carers of those causing the bullying will also have support in coming to a balanced view of what is happening and appreciating their role in helping their children to learn about the consequences of their actions.

The school and C&LC take parents/carers reporting bullying seriously. Parents are initially encouraged to refer their concerns to the class teacher. More senior members of staff will be involved where appropriate. Parents/carers are encouraged to note details of the incident to share with the class teacher/ member of staff. A record of the incident and the agreed actions/response made at the meeting will be recorded by the school/care and learning centre and added to the Bullying Log. The school and C&LC will then invest the time to further establish and record what happened by listening to the different perspectives of all those reportedly involved in the incident, including those of the person bullied, the person doing the bullying and those that have witnessed the bullying ('bystanders'). The school and C&LC ensure that staff and parents/carers remain fully aware of the measures that have been put into place to prevent the occurrence of further incidents. Follow up appointments are made with parent/carers to share these agreed measures and to monitor their success in preventing further bullying.

A mentor can be provided by the school and C&LC for all children involved in **(See Appendix E)**

Guidance for parents/carers regarding advice on recognising the signs and symptoms of bullying in children and how to approach the school and C&LC to register concerns/incidents and seek support is available via the:

- school and C&LC's anti bullying leaflet for parents/carers
- school and C&LC's prospectus
- school and C&LC's website

#### **f) Following Up / Supporting and Monitoring**

The school and C&LC employ a number of specific measures/strategies to minimise further risks of bullying and to ensure that children feel safe. Strategies include immediate and longer-term support e.g. mentoring system (appendix E) for all parties including the person being bullied, bystanders and the person who has perpetrated the bullying. Many of the school and C&LC strategies include problem-solving processes, which enable a situation to be disentangled and explored, and help to reveal underlying issues. In most cases, the school and C&LC will encourage honest and direct discussion and use a reconciliation process like this before going down the sanction route. Many of the following strategies involve active participation from children and involve children helping themselves and each other. Some strategies form a part of the school and C&LC's anti bullying preventative work. Our strategies include:

- Providing opportunities for class, circle or tutorial time where children can explore the needs of their peers. These are planned sessions in which the teacher facilitates a safe and positive environment for children to take turns, if they choose, to talk about an issue of concern -the whole group is encouraged to listen carefully and discuss ways to help the individual in a problem solving way

- **\*\*The Support Group Method** which involves holding regular meetings individually and jointly with the person being bullied, the person who is bullying and bystanders using a 'problem solving' process. The teacher/ member of staff acts as a neutral third party and uses open questions to enable the children to explore and solve the problem for themselves through developing an appreciation for the feelings of others, empathy and a wish to resolve the situation and heal damaged relationships. **\*\***
- Accessing support from external agencies and professional including educational psychologists, Child and Adolescent Mental Health Services (CAMHS), the Cambridgeshire Specialist Teaching Service and Race Equality and Diversity Services.
- Providing opportunities for children and young people who have been bullied or are bullying to attend social skills groups to develop emotional resilience and learn skills in assertiveness, listening, negotiating and empathising with others.
- Providing support groups such as Friendship Clubs where children can attend to discuss their friendship problems and receive support and advice from peers, some of whom may be trained mentors or have experienced similar distress and friendship problems.
- Providing supportive and nurturing structures such as a 'Circle of Friends' or a 'Buddy' for identified vulnerable individuals.

**(See appendix E Responding to and Following Up Incidents of Bullying)**

### **g) Prevention**

The school and C&LC believe that the whole school and C&LC community should work together to reduce bullying as part of our efforts to promote a positive and inclusive whole school and C&LC ethos and create a safe, healthy and stimulating environment for children and the whole school and C&LC community. Alongside the school and C&LC's responsive strategies for dealing with bullying incidents when they occur, the school and C&LC adopt, as part of our pastoral support system, a whole school and C&LC approach to implementing proactive and preventative interventions at a school and C&LC, class and individual level to reduce bullying. Our approaches include:

- Implementing an effective school and C&LC leadership that promotes an open and honest anti bullying ethos
- Adopting positive behaviour management strategies as part of the school and C&LC's Behaviour Policy
- Implementing a Personal Safety Programme as identified in the Cambridgeshire Personal Development Programme
- Implementing a whole school and C&LC approach to the teaching of PSHE and Citizenship and the implementation of the Social and Emotional Aspects of Learning Programme (SEAL)
- Ensuring that the school and C&LC's anti bullying statement is actively promoted in assemblies and other formal occasions, as well as displayed around the school and C&LC
- Providing training on behaviour management and anti-bullying for all relevant staff including midday-supervisors.
- Providing a school and C&LC council and regular circle time, enabling children to talk about their feelings and concerns in a safe environment and to enable them to share concerns about bullying
- Participating in the national annual anti bullying week and supporting learning on bullying through whole school and C&LC activities, projects and campaigns
- Reviewing the development and supervision of the school and C&LC inside and outside including the outdoor areas and playground to ensure provision is safe, inclusive and supports children's emotional wellbeing.
- Providing confidential communication systems such as Worry Monsters/Worry Boxes and working with children to identify key individuals with whom they can confide.
- Providing publicity including information leaflets for children and parents/carers to raise awareness of bullying and support those who are being bullied or have witnessed bullying to report incidents and seek help.

- Providing social skills groups when possible for vulnerable individuals and groups
- Providing Friendship Clubs and other peer support networks
- Providing a cross year group house system to allow children from different age groups to socialise and support each other.
- Providing a peer mediation system through the use of peer mediation stops and trained peer mediators on both playgrounds and the school playing field. This supports children in discussing their conflicts and finding an agreed resolution through mediation.
- Providing buddy benches to foster friendships on the playgrounds.
- Providing a transition programme to support children moving across year groups and key phases.
- Providing information on support agencies such as ChildLine and Family Lives including telephone numbers for help lines and addresses for supportive websites
- Linking with other school and C&LCs in a local school and C&LC partnership and with local authority strategies

## **h) Delivering the \*Entitlement Curriculum for Friendships and Relationships and Bullying in our school and C&LC \***

The school and C&LC acknowledge the role of the PSHE and Citizenship curriculum in preventative work on bullying. The PSHE and Citizenship curriculum supports the development of children's self-esteem and their emotional resilience and ability to empathise with others. The curriculum provides opportunities for children to learn and develop the skills to identify manage and challenge incidents of bullying as well as providing opportunities for children to learn about bullying in relation to the wider context of diversity and inclusion.

- The school and C&LC adopt the Cambridgeshire Primary Scheme of Work for PSHE and Citizenship Personal Development Programme in which learning related to bullying, diversity and difference is covered within the themes of Myself and My Relationships and Healthy and Safer Lifestyles.
- The school is also implementing the Social and Emotional Aspects of Learning Programme (SEAL) as part of the Cambridgeshire Personal Development Programme.
- The school and C&LC recognise and participate in the national anti-bullying week, which provides an annual intensive focussed week on the subject of recognising and combating bullying.

Work on bullying as part of the PSHE and Citizenship curriculum is taught through:

- Designated lesson times/focussed events/ health weeks.
- Other curriculum areas such as Citizenship, Religious Education, History
- Enrichment activities such as visits from drama groups, outside agencies.

See school and C&LC's PSHE policy for further detailed information on curriculum planning, teaching methodologies and teaching resources

## **i) Children's Consultation and Participation**

The school and C&LC consider listening to the voices of children and actively seeking their views and opinions regarding bullying as an important part of our preventative work. The school and C&LC regularly audits the way in which bullying is being addressed which includes, listening to children and ensuring they are given the opportunity to speak out, and have their voices heard on their experiences of bullying. Children are actively encouraged to participate in identifying both the problems and solutions to bullying; reviewing and developing the school and C&LC anti bullying policy and practice and engaging in initiatives to support an anti-bullying ethos in school and C&LC. Children actively participate in:

- Identifying when and where the bullying happens and who is doing it to whom
  - Identifying new forms of bullying, such as cyber bullying
  - Making decisions about how to address and tackle bullying
- Learning how to play an active participant role in challenging bullying such as engaging in peer support schemes such as buddying and mentoring.

The school and C&LC adopt a number of democratic methods / systems for promoting pupil consultation including:

- Class and school and C&LC councils
- Focus groups and face to face discussions with small groups of children
- Active learning and interactive learning techniques included in PSHE and Citizenship such as mind mapping sessions, role play, puppets, group work and creative arts.
- Surveys including questionnaires
- Listening systems such as suggestion boxes

#### **j) Whole Staff Awareness and Training Opportunities**

The school and C&LC endeavour to ensure that teachers and other adults working with children are equipped with the necessary skills and knowledge to identify and address all types and forms of bullying effectively and safely. Training will include recognising the signs of bullying in children and how to identify vulnerable children who may be susceptible to being bullied or becoming actively involved in bullying and bullying type behaviour. Training for staff is provided to ensure that they feel competent and confident in appropriately challenging bullying and have a clear understanding of the school and C&LC's policy and procedures on preventing and responding to incidents of bullying including providing short and long term support to those affected by bullying. The school and C&LC's approach to anti bullying work is included within induction programmes for new staff (including temporary and supply staff). The views of staff are sought as part of the school and C&LC's review and evaluation of the anti-bullying policy and used to inform developments and enhance the school and C&LC's anti bullying ethos and practice.

#### **k) Involving Outside Agencies**

The school and C&LC seek the support and guidance from relevant local and national agencies and organisations that work collectively to ensure that those who work with and support children are equipped with the skills and knowledge to address bullying effectively. Support and involvement from outside national and local agencies and organisation include the:

- Cambridgeshire PSHE Service
- Cambridgeshire Specialist Teaching Service (Local authority Access and Inclusion Service)
- Cambridgeshire Education Child Protection Service
- Local Authority Education Welfare Officers
- Local Authority Education Psychologists
- Children and Adolescent Mental Health Services (CAMH)
- National Anti-Bullying Alliance
- Other national organisations such as Child Line and Family Lives

#### **l) Monitoring and Evaluating the Anti Bullying Policy**

The school and C&LC's anti bullying policy and practice is regularly monitored and evaluate to ensure its effectiveness. This process includes reviewing the school and C&LC's definition of bullying and identifying new types and forms of bullying as they emerge. The policy review is coordinated by the school and C&LC's anti bullying strategic leader and involves monitoring and evaluating anti bullying preventative and responsive strategies / interventions, to ensure the school and C&LC's practice is effective and sustained and successful in fostering an ethos that inhibits bullying and promotes inclusion and respect for diversity.

The review process involves collecting data on the prevalence of bullying at the school and C&LC and gathers the views and different perceptions of the whole school and C&LC community including staff, governors, children and parents/carers using a range of methods such as:

- surveys and questionnaires
- focus groups and interviews
- whole school and C&LC audit tools

The school and C&LC regularly analyses records of bullying incidents to identify patterns of behaviour regarding individuals and groups of children, and places and times where bullying may be occurring. Other informative data includes:

- Parental complaints to the school and C&LC or local authority regarding bullying
- Records of peer support initiatives or playground projects

- Records of the Educational Welfare Service identifying where bullying is a factor in non-attendance
- Exclusion data relating to bullying
- Transfer and admissions data, specifically requests for transfer due to bullying or harassment
- Outcomes achieved as part of the school's work on promoting children's wellbeing
- Information contained in School and C&LC Development Plans

The results of the review are used to inform areas for school and C&LC development, which are included in the School and C&LC Improvement Plan and other appropriate actions plans.

Ofsted focuses on the key contributions made by the school and C&LC to the wellbeing of its pupils. The results of the evaluation of the school and C&LC's anti bullying policy and practice are used to inform the evidence presented in the annually.

## APPENDICES

### Appendix A: National Legislative and Policy context

**The School and Care and Learning Centres (C&LC) Standards & Frameworks Act (1998)** sets out the expectation that all schools and C&LCs are required by law to have an anti-bullying policy. Children and young people should be involved in both the development and the monitoring of the anti-bullying policy by being encouraged to discuss the policy and its effectiveness (compatible with Article 12 of United Nations Convention on the Rights of the Child 1989).

**The Education Act (2002)** gives schools and C&LCs and local authorities a legal duty to safeguard and promote the welfare of children and young people. Guidance that shows how this duty applies, issued by the DfES, refers specifically to bullying as an issue that needs to be considered as part of keeping children and young people safe (DfES 2004).

**The Education (Independent School Standards) Regulations (2014)** imposes a statutory duty on Academies/Free Schools to ensure that an effective anti-bullying strategy/policy is drawn up and implemented.

**The Education Act (2011)** provides schools with legal powers to search for and confiscate items that may have been used to bully or intimidate including electronic devices.

**The Education and Inspections Act (2006)** imposes a statutory duty on governing bodies to promote wellbeing in the context of 'Every Child Matters' and the Children Act (2004). The act also creates a clear, statutory power for members of school and C&LC staff to impose disciplinary powers for inappropriate behaviour of pupils; enables head teachers as far as is reasonable, to regulate and take action on behaviour that occurs outside the school C&LC premises and when a member of staff is not in charge of the students. This can relate to any bullying incidents occurring anywhere off the school premises such as on school or public transport, outside the local shops or in a town or village centre.

**Criminal Law** Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communication- could be a criminal offence, for example under the **Protection from Harassment Act (1997)**, the **Malicious Communication Act (1988)**, the **Communications Act (2003)** and the **Public Order Act (1986)**. If school staff feel that an offence has been committed they should seek assistance from the police. For example, under the Malicious Communication Act (1988), it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat or information which is false and known or believed to be false by the sender.

**Equality Act (2010)** brings together a raft of discrimination acts, regulations and codes of practice into one single act. It covers a number of protected characteristics. Those relevant for schools provision are: disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Schools and colleges must:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not share it
- Foster good relations between people who share a protected characteristic and those who do not share it.

This act is vital for the prevention of prejudice-related bullying in schools.

**The Common Inspection Framework (2015)** requires Ofsted to make a judgement on the effectiveness of leadership and management and pupils' personal development, behaviour and welfare. Under these two criteria inspections will evaluate the effectiveness of measures established by schools to address all forms and types of bullying.

**The Crime and Disorder Act 1998 and The Anti Social Behaviour Act (2003)** state that schools and C&LCs, youth clubs and other educational settings should liaise with their local police officers where acts of bullying become criminal e.g. harassment, assault, wounding and causing grievous bodily harm with intent, or the carrying of weapons

**The Race Relations Amendment Act (2002)** requires schools and C&LCs to have a Race Equality policy, which stipulates how the school and C&LC will work towards the elimination of racial discrimination and promote good race relations. Schools and C&LCs must monitor and assess the impact of this policy and other relevant policies on children and young people of different ethnic groups. (See the Cambridgeshire guidance 'Equally Safe' for local guidance on policy development and ensuring schools and C&LCs meet the requirements of the Race Relations Amendment Act 2000). Any failure on the part of a school and C&LC to deal with bullying which involves a racial element could be a potential breach of the RRAA 2000.

**The Special Educational Needs and Disability Act (2001)** states that it is unlawful for any school and C&LC to discriminate against disabled pupils.

**The Disability Discrimination Act (2005)** places a duty on school and C&LC to ensure that any person with a 'physical or mental impairment which has a substantial and long term effect on his/her ability to carry out normal day to day activities is not subject to discrimination'. The act requires schools and C&LCs to pro-actively promote disability equality and eliminate disability-related harassment. The act is supported by the **Disability Equality Duty (2006)**, which requires schools and C&LCs and public bodies to produce a Disability Equality Scheme to show how they are meeting these duties.

**The Equality Act (2006, 2010)** has implications for schools and C&LCs around issues of relation and belief, gender and sexual orientation.

**The Children Act (2004)** sets out the expectation that all professionals who work with children and young people are expected to work towards the five outcomes for children:

1. **Be Healthy**
2. **Stay Safe**
3. **Enjoy and achieve**
4. **Make a positive contribution**
5. **Achieve economic well-being**

Bullying and discrimination feature as high-level aims in two of the five ECM outcomes – 'Stay Safe' and 'Make a Positive Contribution'. Joint local authority inspections (Joint Area Reviews) seek to evaluate how well children's services are meeting these aims and outcomes. The effectiveness of schools and C&LCs and local authority responses to the linked issues of bullying, discrimination and harassment form a key part of any overall judgment made in respect of these two outcomes. Under the JAR there is an additional focus; a sixth outcome on the experiences of 'Looked After Children' in relation to bullying at school and C&LC or in the community.

**The Human Rights Act (2000)** is based on the European Convention on Human Rights. The act contains two articles, which may be of particular relevance to a bullied child who fails to receive protection from bullying:

**Article 3:** 'No one shall be subjected to torture or to inhuman or degrading treatment or punishment'.

**Article 6:** 'Everyone has the right to respect for his private and family life, his home and his correspondence'.

In order for a claim to be brought under the Human Rights Act, the bullying would have to be extremely serious and have resulted in physical or psychiatric damage which is supported by strong medical evidence.

**The United Nations Convention on the Rights of the Child (1991)** contains the following articles relating to bullying:

**Article 2:** 'All the rights must be available to all children whatever their race, religion, language or ability'.

**Article 3:** 'A child's best interests should always be the main consideration'.

**Article 12:** 'Children's opinions should always be taken into account in matters that concern them'.

**Article 19:** 'Children have a right to be protected from being hurt or badly treated'.

**Article 37a:** 'No child should be subjected to torture or other cruel, inhuman or degrading treatment or punishment'.

Although the United Nations Convention on the Rights of the Child cannot be upheld in UK courts of law, the European Convention on Human Rights is a relevant international legal instrument that is legally binding; hence it can be enforced in UK courts.

**This policy reflects recommendations and is consistent with the following national guidance:**

DfE (2016) Behaviour and Discipline in Schools: Advice for headteachers and school staff.

DfE (2016) Behaviour and Discipline in Schools: Guidance for governing bodies.

DfE (2016) Associated guidance for: The Use of Reasonable Force; Screening, Searching and Confiscation.

DfE (2016) Keeping children safe in education. Statutory guidance stating that all school and college members of staff should be aware of the signs of abuse and neglect so that they are able to identify cases of children who may be in need of help or protection. This includes emotional abuse which may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger.

DfE (2018) Working Together to Safeguard Children. Guidance stating that professionals should be alert to the potential need for early help for a child who is showing signs of engaging in anti-social or criminal behaviour or is showing early signs of abuse and neglect.

DfE (2014) Preventing and Tackling Bullying.

It also reflects former national programmes and guidance including:

DCSF (2007) Guidance on the Duty to Promote Community Cohesion

DCSF (2007- 2010) Safe to Learn: Embedding Anti-Bullying Work in Schools:

- Cyberbullying
- Bullying involving Children with Special Educational Needs and Disabilities
- Homophobic Bullying
- Bullying around Racism, Religion and Culture
- Preventing and responding to Sexist, Sexual and Transphobic Bullying.

DH/DfES (2006) National Healthy Schools Programme

DfES (2005) Primary National Strategy: Behaviour and Attendance

DfES (2005) Secondary National Strategy: Behaviour and Attendance

DfES (2005) Excellence and Enjoyment: Primary and Secondary Social and Emotional Aspects of Learning.



## **Appendix B**

### **Common Inspection Framework 2015**

The Common Inspection Framework requires Ofsted to make a judgement on the effectiveness of leadership and management and pupils' personal development, behaviour and welfare. Under these two criteria, inspections will evaluate the effectiveness of measures established by schools to address all forms and types of bullying. At the start of an inspection, inspectors will request records and analysis of bullying, discriminatory and prejudicial behaviour, either directly or indirectly, including racist, disability and homophobic bullying, use of derogatory language and racist incidents.

#### **Grade descriptor for the effectiveness of leadership and management**

##### **Outstanding (1)**

Pupils' spiritual, moral, social and cultural development and, within this, the promotion of fundamental British values, are at the heart of the school's work.

Leaders promote equality of opportunity and diversity exceptionally well, for pupils and staff, so that the ethos and culture of the whole school counters any form of direct or indirect discriminatory behaviour.

Leaders, staff and pupils do not tolerate prejudiced behaviour.

Safeguarding is effective. Leaders and managers have created a culture of vigilance where pupils' welfare is actively promoted. Pupils are listened to and feel safe. Staff are trained to identify when a pupil may be at risk of neglect, abuse or exploitation and they report their concerns. Leaders and staff work effectively with external partners to support pupils who are at risk or who are the subject of a multi-agency plan.

Leaders' work to protect pupils from radicalisation and extremism is exemplary. Leaders respond swiftly where pupils are vulnerable to these issues. High quality training develops staff's vigilance, confidence and competency to challenge pupils' views and encourage debate.

#### **Grade descriptor for personal development, behaviour and welfare**

##### **Outstanding (1)**

Pupils work hard with the school to prevent all forms of bullying, including online bullying and prejudice-based bullying.

Staff and pupils deal effectively with the very rare instances of bullying behaviour and/or use of derogatory or aggressive language.

The school's open culture actively promotes all aspects of pupils' welfare. Pupils are safe and feel safe at all times. They understand how to keep themselves and others safe in different situations and settings.

They trust leaders to take rapid and appropriate action to resolve any concerns they have.

Pupils can explain accurately and confidently how to keep themselves healthy. They make informed choices about healthy eating, fitness and their emotional and mental well-being. They have an age-appropriate understanding of healthy relationships and are confident in staying safe from abuse and exploitation.

Pupils have an excellent understanding of how to stay safe online, the dangers of inappropriate use of mobile technology and social networking sites.

Pupils' spiritual, moral, social and cultural development equips them to be thoughtful, caring and active citizens in school and in wider society.

## **Appendix C: Bullying Forms and Types**

### **Forms of Bullying**

Bullying behaviour across all types of bullying can represent itself in a number of different forms. Children and young people can be bullied in ways that are:

**Physical** – by being punched, pushed or hurt; made to give up money or belongings; having property, clothes or belongings damaged; being forced to do something they do not want to do.

**Verbal** – by being teased in a nasty way; called gay (whether or not it is true); insulted about their race, religion or culture; called names in other ways or having offensive comments directed at them.

**Indirect** – by having nasty stories told about them; being left out, ignored or excluded from groups.

**Electronic / 'cyberbullying'** – via text message; via instant messenger services and social network sites; via email; and via images or videos posted on the internet or spread via mobile phones.

### **Types of Bullying**

The term 'prejudice-related' bullying refers to a range of hurtful behaviour, physical or emotional or both, which causes someone to feel powerless, worthless, excluded or marginalised, and which is connected with prejudices around belonging, identity and equality in wider society – in particular, prejudices to do with:

- ☐ ethnic, cultural and religious backgrounds
- ☐ gender
- ☐ gender identity
- ☐ sexual identity
- ☐ special educational needs and disabilities

The above are defined by the Equality Act 2010 as 'protected characteristics' and children and young people can have or be perceived to have more than one 'protected characteristic' and as a result may be bullied because of a number of prejudices.

Schools are advised to log all incidents of racist, sexist, homophobic, biphobic, transphobic (HBT), faith- and disability-related bullying and report them on a regular basis (termly) on the PRIDE website:

<https://pride.learntogether.org.uk/>

This enables the local authority to monitor the occurrence of incidents and identify underlying trends in prejudice-related bullying so that appropriate and relevant training and support can be provided to schools. It is important to note that all incidents that are identified as potentially prejudice-related must be recorded, reported and investigated as such. The definition of a prejudice-related incident is derived from The Stephen Lawrence Inquiry Report (1999) definition of a racist incident: ". any incident which is perceived to be prejudice-related [racist] by the victim or any other person."

In addition to prejudice-related bullying linked with one or more of the 'protected characteristics', children and young people can be made to feel worthless, excluded or marginalised because of other prejudices relating to their home life, for example in relation to issues of care, parental occupation, poverty and social class.

### **Bullying related to race, religion or culture**

Racist or faith based bullying is bullying based on a person's background, colour, religion or heritage. Some surveys and focus groups have found that a high proportion of bullied pupils have experienced racist or faith-based bullying. Recent political and social issues also appear to have been a factor in bullying and harassment. There is research to support the suggestion that where black and minority ethnic (BME) children experience bullying, it is more likely to be severe bullying. Moreover, bullying incidents can be a subset of the indirect and direct racist hostility which BME children, children of different faiths and traveller children can experience in a number of situations.

When racist or faith based bullying takes place, the characteristics singled out not only apply to the individual child but also make reference to their family and more broadly their ethnic community as

a whole. Racial and cultural elements in bullying can be seen to heighten the negative impact on a child's sense of identity, self-worth and self-esteem.

Schools and C&LCs have a statutory duty to log all incidents of racial or faith based bullying and submit them annually to the local authority. This allows local authorities to monitor the occurrence of incidents and identify underlying trends in racist bullying so that appropriate and relevant training and support can be provided to school and C&LCs.

### **Bullying related to special educational needs (SEN) and disabilities**

Research shows that children and young people with SEN and disabilities are more at risk of bullying than their peers. Public bodies have new responsibilities to actively promote equality of opportunity for all disabled people and eliminate disability-related harassment.

Children and young people with special educational needs and disabilities, whether in mainstream or special schools and C&LCs do not always have the levels of social confidence and competence and the robust friendship bonds that can protect against bullying. Where children with SEN and disabilities are themselves found to be bullying, in most cases (except those related to specific conditions) schools and C&LCs should expect the same standards of behaviour as apply to the rest of the school and C&LC community, having made the reasonable adjustments necessary

### **Bullying related to appearance or health conditions**

Those with health or visible medical conditions, such as eczema, may be more likely than their peers to become targets for bullying behaviour. Perceived physical limitations, such as size and weight and other body image issues, can result in bullying and obvious signs of affluence (or lack of it), can also be exploited.

### **Bullying related to sexual orientation**

Homophobic bullying involves the targeting of individuals on the basis of their perceived or actual sexual orientation. Evidence of homophobic bullying suggests that children and young people who are gay or lesbian (or perceived to be) face a higher risk of victimization than their peers. Homophobic bullying is perhaps the form of bullying least likely to be self-reported, since disclosure carries risks not associated with other forms of bullying. The young person may not want to report bullying if it means "coming out" to teachers and parents before they are ready to.

Homophobic bullying includes all forms of bullying but in particular it can include:

- Verbal abuse - the regular use, consciously or unconsciously, of offensive and discriminatory language, particularly the widespread use of the term 'gay' in a negative context. Also spreading rumours that cause an individual's perceived sexual orientation to be ridiculed, questioned or insulted
- Physical abuse – including hitting, punching, kicking, sexual assault and threatening behaviour
- Cyberbullying – using on-line spaces to spread rumours about someone or exclude them. Can also include text messaging, including video and picture messaging

### **Bullying of young carers or looked after children or otherwise linked to home circumstances**

Children and young people may be made vulnerable to bullying by the fact that they provide care to someone in their family with an illness, disability, mental health or substance misuse problem. Young carers may be taking on practical and emotional caring responsibilities that would normally be expected of an adult. Research has highlighted the difficulties young carers face, including risks of ill-health, stress and tiredness, especially when they care through the night. Many feel bullied or isolated. Children in care may also be vulnerable to bullying for a variety of reasons, such as their not living with their birth parents or because they have fallen behind in their studies. Some children and young people are heavily influenced by their communities or homes where bullying and abuse may be common. Some bullying at school and C&LC may arise from trauma or instability at home related to issues of domestic violence or bereavement or from the experience of being part of a refugee family. Siblings of vulnerable children may themselves be the subject of bullying by association.

### **Sexist or sexual Bullying**

Sexist and sexual bullying affects both genders. Boys may be victims as well as girls, and both sexes may be victims of their own sex. Sexual bullying may be characterised by name calling, comments and overt “looks” about appearance, attractiveness and emerging puberty. In addition, uninvited touching, innuendos and propositions, pornographic imagery or graffiti may be used. Children and young people identifying as transgender or experiencing gender dysphoria (feeling that they belong to another gender or do not conform with the gender role prescribed to them) can also be targeted by bullies.

### **Bullying related to gender**

Sexist and sexual bullying affects all genders. Sexist bullying is based on sexist attitudes that when expressed demean, intimidate or harm another person because of their sex or gender. Gender stereotyping can also have a negative impact on children and young people in that it can limit their aspirations and can make them feel they should not or cannot do certain things, e.g. ‘boys don’t do ballet’ or ‘girls can’t play football’. Sexual bullying may be characterised by name calling, comments and overt “looks” about appearance, attractiveness and emerging puberty. In addition, uninvited touching, innuendos and propositions, pornographic imagery or graffiti may be used.

### **Bullying related to gender identity**

Children and young people who do not conform to gender stereotypes or who do not identify with the binary construct of gender (i.e. who identify as non-binary), those identifying as transgender or experiencing gender dysphoria (feeling that they belong to another gender or do not conform with the birth sex ascribed to them) can become targets of transphobic bullying. Gender identity is often confused with sexual identity and so children and young people who do not conform to their perceived gender can also be subjected to homophobic and biphobic bullying. For this reason, homophobic, biphobic and transphobic bullying are commonly linked together as ‘HBT’ bullying.

### **Bullying related to gifted and talented children and young people**

Children and young people who are gifted and talented can be vulnerable to bullying. Their achievements, different interests and advanced abilities can set them apart from their peers and can lead to a sense of not ‘fitting in’ and feelings of isolation. Their talents and abilities may cause feelings of resentment and jealousy among their peers, which may make them targets for bullying behaviour.

## **Appendix D: A Sample Bullying Incident report form**

This form should be completed within 24 hours of the incident being reported. Due consideration should be given to issues of confidentiality, including third party information

<b>SECTION A: ALLEGED BULLYING INCIDENT</b>			
<b>Target</b>			
<b>Name(s):</b>	<b>Age:</b>	<b>Year group:</b>	<b>Class:</b>
<b>Ethnicity:</b>	<b>Gender:</b> M / F	<b>SEN Stage:</b>	
<b>Home language:</b>	<b>Looked-after child:</b> Y / N	<b>Young Carer:</b> Y / N	
<b>Member of staff to whom the incident was reported:</b>			
<b>Date of incident:</b>			
<b>Time of incident:</b>			
<b>Location of incident:</b>			
<b>Target's Account / Concern of parents/carers:</b>			
<b>Alleged perpetrator(s):</b>			
<b>Name(s):</b>	<b>Age:</b>	<b>Year group:</b>	<b>Class:</b>
<b>Nature of incident including details of any injury or damage to property etc.:</b>			
<b>Circle any elements that apply:</b>			
<b>Form:</b> Physical      Verbal      Indirect      Cyberbullying			
<b>Type:</b> Bullying related to			
Ethnicity/culture and religious background	Gender identity	Special educational needs and disabilities	Appearance or health conditions
Gender	Sexual identity	Being gifted or talented	Home circumstances e.g. young carers or looked-after children

Parents/carers of alleged target(s) informed:			
Date:		Time:	
<b>SECTION B: ACCOUNTS OF THOSE INVOLVED</b>			
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:	
<b>SECTION C: ACTION TAKEN</b>			
Details of immediate action taken:			
Monitoring of action taken and details of follow up and longer term action taken:			

#### Prejudice related incidents including bullying

Note: In Cambridgeshire, schools submit termly reports of prejudice- related incidents including bullying electronically on the PRIDE website [pride.learn-together.org.uk/](http://pride.learn-together.org.uk/) Schools can access their ID number for the website by contacting the Cambridgeshire Race Equality and Diversity Service Tel: 01223 703882 Email [creds@cambridgeshire.gov.uk](mailto:creds@cambridgeshire.gov.uk)

## **Appendix E: Responding to incidents of bullying - The Support Group Method**

This appendix outlines the reconciliation processes and approaches the school and C&LC will take when responding to incidents of bullying. This appendix includes an outline of *The Support Group Method*.

### **The Support Group Method – Introduction**

The Support Group Method, developed by Barbara Maines and George Robinson, was first outlined in *Educational Psychology in Practice* (1991). The approach addresses bullying by forming a support group of children and young people who have been bullying and/or have been involved as bystanders. It uses a problem-solving approach, without apportioning blame, giving responsibility to the group to solve the problem and to report back at a subsequent review meeting.

For further information, see [5A The Support Group Method](#) and [5B Recording Sheets for the Support Group Method](#)

### **The Support Group Method – A Seven Step Structure**

#### **Step one – talk with and listen to the target**

Aims of this step:

- To understand the pain experienced by the target
- To explain the method and gain permission to proceed
- To discuss who will make up The Support Group
- To agree what will be recounted to the group.

#### **Step two – convene a meeting with the people involved**

The facilitator arranges to meet with the group of children who have been involved and suggested by the target. A group of six to eight children works well. This is an opportunity for the facilitator to use their judgement to balance the group so that helpful and reliable children are included alongside those whose behaviour has been causing distress. The aim is to use the strengths of the group members to bring about the best outcome.

#### **Step three – explain the problem**

The facilitator starts by telling the group that s/he is worried about the target who is having a very hard time at the moment. By asking the group to listen to his/her own worries, the facilitator can divert some suspicion or irritation which might be directed towards the target.

The facilitator recounts the story of the target's unhappiness and may use a piece of writing or a drawing to emphasise the target's distress. At no time does the facilitator discuss the details of the incidents or allocate blame to the group.

#### **Step four – share responsibility**

When the account is finished the listeners may look downcast or uncomfortable and be uncertain about the reason for the meeting. Some may be anxious about possible punishment. The facilitator makes a change in the mood by stating explicitly that:

- no-one is in trouble or going to be punished.
- it is the facilitator's responsibility to help the target to be happy and safe but they cannot do it without the help of the group.
- the group has been convened to help solve the problem

#### **Step five – ask the group members for their ideas**

Group members are usually genuinely moved by the account of the target's distress and relieved that they are not in trouble.

Each member of the group is then encouraged to suggest a way in which the target could be helped to feel happier.

Ideas are owned by the group members and not imposed by the facilitator. The facilitator makes positive responses and does not go on to extract a promise of improved behaviour.

#### **Step six – leave it up to them**

The facilitator ends the meeting by passing over the responsibility to the group to solve the problem. S/he thanks them, expresses confidence in a positive outcome and arranges to meet with them again to see how things are going.

#### **Step seven – meet them again**

About a week later, the facilitator discusses with the target how things have been going. S/he then meets with the group to discuss how things have been going for them. This allows the facilitator to monitor the bullying and keeps the children involved in the process.

The meeting with the group can be held as a whole group or one member at a time. This meeting encourages the responsibility of each individual to help the target and provides an opportunity for their unique contributions to be recognised and valued.

The entire process showing the seven steps is available as a training video (Michael's Story - The No Blame Approach. Maines and Robinson, 1992). A fuller account of the development of the work is published in a book "Crying for Help." Robinson and Maines 1997 Lucky Duck Publishing Ltd.

The Support Group Method is a well-recognised approach used in many schools, C&LCs and local authorities across the country. The approach was originally called: 'The No Blame Approach' but has recently had a change of name due to misconceptions regarding the process because of the use of the words 'no blame'. The process does in fact enable those that bully to acknowledge the damage caused to others by their behaviour and supports those that are bullying to develop empathy for others and take responsibility for changing their behaviour. It is suggested that school and C&LC keep as closely as possible to the steps outlined in the process as this is a proven process and alterations to the protocol may jeopardize the positive effects of the process. However, having trailed this process, school and C&LC may feel that adjustments are required to ensure that the programme suits the needs of their school and C&LC and individual children and young people. Schools and C&LCs may feel, for example, that where it is suggested that no notes are required in step 6, they may wish to make discrete notes after the meeting, for their own reference.



## **Appendix E: Responding to incidents of bullying – Mentoring System**

- Mentor meets weekly with child at a set time.
  - Mentor asks the question: “How have things been since we last met?”
  - Child is given the opportunity to talk about anything which has upset them or to say that everything has been fine.
  - Mentor will record the meeting on the form and gives it to Mentor & Child Co-ordinator.
  - M&C Co-ordinator investigates any incidents and records the outcome on the form.
  - Parent picks up the form from the office on a Friday afternoon.
  - Parent comments on the record after discussion with the child as appropriate and signs form.
  - Parent returns the form to school or C&LC on Monday morning.
  - If further follow-up is needed, a meeting can be arranged.
- 
- It is made clear to the child that he/she can come in to talk to the Mentor at any time if something has been bothering him/her.
  - A record will be kept of these meetings and followed up in the same way as the weekly meetings.
- 
- Once a fortnight, the Mentor will complete a questionnaire with the child which asks a mixture of positive and negative questions.
  - Any issues arising from this questionnaire will be followed up and reported to the parents.
- 
- A further meeting is held after an agreed period of time to review the forms and questionnaires.
- 
- After half a term, if all is going well, support should be phased out gradually. During their meetings, the Mentor gives the child strategies which should help them to cope with difficulties themselves.

## Appendix F: Cyberbullying Guidance

### What is Cyberbullying?

Cyberbullying is the use of Information Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else.

#### What's different about cyberbullying?

Bullying is not new, but some features of cyberbullying are different from other forms of bullying:

1. **24/7 and the invasion of home/personal space.** Cyberbullying can take place at any time and can intrude into spaces that have previously been regarded as safe or personal.
2. **The audience can be very large and reached rapidly.** The difficulty in controlling electronically circulated messages means the scale and scope of cyberbullying can be greater than for other forms of bullying. Electronically forwarded content is hard to control, and the worry of content resurfacing can make it difficult for targets to move on.
3. **People who cyberbully may attempt to remain anonymous.** This can be extremely distressing for those being bullied. The person cyberbullying may never be in the same physical space as their target.
4. **The profile of the bully and target.** Cyberbullying can take place both between peers and across generations; teachers have also been targets. Age or size are not important. Bystanders can also become accessories to the bullying; for example, by passing on a humiliating image.
5. **Some instances of cyberbullying are known to be unintentional.** It can be the result of not thinking (something sent as a joke may be deeply upsetting or offensive to the recipient) or a lack of awareness of the consequences – for example saying something negative online about another pupil, or friend that they don't expect to be forwarded or viewed outside their immediate group.
6. **Many cyberbullying incidents can themselves act as evidence.** This is one of the reasons why it's important to know how to respond!

#### Cyberbullying and the law.

**Education law:** Bullying is never acceptable.

The school and C&LC community has a duty to protect all its members and provide a safe, healthy environment. A range of Education Acts and government initiatives highlight these obligations.

The Education and Inspections Act 2006 (EIA 2006) outlines some legal powers which relate more directly to cyberbullying. Head teachers have the power 'to such an extent as is reasonable' to regulate the conduct of pupils when they are off site. The EIA also provides a defence for school and C&LC staff in confiscating items such as mobile phones from pupils.

**Civil and criminal law:** Although bullying is not a specific criminal offence in UK law, there are laws that can apply in terms of harassing or threatening behaviour, for example, or indeed menacing and threatening communications. In fact, some cyberbullying activities could be criminal offences under a range of different laws, including the Protection from Harassment Act 1997, which has both criminal and civil provision, the Malicious Communications Act 1988, section 127 of the Communications Act 2003, and the Public Order Act 1986.

*'I felt that no one understood what I was going through. I didn't know who was sending me these messages, and I felt powerless to know what to do.'*

**A pupil**

# Key Safety Advice

The whole school and C&LC community has a part to play in ensuring cyber safety. Understanding children and young people's online lives and activities can help adults respond to situations appropriately and effectively. Asking children and young people to show adults how technologies and services work is a useful strategy that can provide an important learning opportunity and context for discussing online safety.



## For children and young people

1. Always respect others – be careful what you say online and what images you send.
2. Think before you send – whatever you send can be made public very quickly and could stay online forever.
3. Treat your password like your toothbrush – keep it to yourself. Only give your mobile number or personal website address to trusted friends.
4. Block the bully – learn how to block or report someone who is behaving badly.
5. Don't retaliate or reply!
6. Save the evidence – learn how to keep records of offending messages, pictures or online conversations.
7. Make sure you tell:
  - an adult you trust, or call a helpline like ChildLine on 0800 1111 in confidence;
  - the provider of the service; check the service provider's website to see where to report incidents;
  - your school and C&LC – your teacher or the anti-bullying coordinator can help you.

Finally, don't just stand there – if you see cyberbullying going on, support the victim and report the bullying. How would you feel if no one stood up for you?



## For parents and carers

1. Be aware, your child may as likely be a cyberbully as be a target of cyberbullying. Be alert to your child seeming upset after using the internet or their mobile phone. This might involve subtle comments or changes in relationships with friends. They might be unwilling to talk or be secretive about their online activities and mobile phone use.
2. Talk with your children and understand the ways in which they are using the internet and their mobile phone. See the seven key messages for children (on the left) to get you started.
3. Use the tools on the service and turn on in-built internet safety features.
4. Remind your child not to retaliate.
5. Keep the evidence of offending emails, text messages or online conversations.
6. Report cyberbullying:
  - Contact your child's school or C&LC if it involves another pupil, so that they can take appropriate action.
  - Contact the service provider.
  - If the cyberbullying is serious and a potential criminal offence has been committed, you should consider contacting the police.