St George's CE Academy

Anti-Bullying Policy

Stand firm in faith,

Be courageous,

Be Strong,

Do everything in love.

1 Corinthians 16:13-14

Version: 1
Date of Next Review: October 2027

DND Learning Trust

Anti-Bullying Policy

The foreword to the DCSF publication 'Safe to Learn: Embedding anti-bullying work in schools' states that:

'Every child should be able to learn in a school environment free from bullying of any kind and in which they feel safe and supported'

The School recognises the role that all members of its community have in creating such an environment and a culture in which bullying in any form is not tolerated.

The Schools' policy on bullying is in line with the Local Authority policy which can be found on the Darlington Borough Council website. **Please also refer to the School's Safeguarding Policy and the Behaviour and Rewards Policy** both of which can be found on the school's website.

Definitions of bullying:

Bullying can be defined as deliberately hurtful behaviour that is often repeated over time and which makes it difficult for those being bullied to defend themselves. It is the wilful, conscious desire to hurt, threaten or frighten someone else by someone who has power over the victim. This power may be due to:

- a greater physical strength
- greater numbers
- a 'superior' position or role in the community.

It is acknowledged that bullying can be:

- pupil-pupil
- staff-pupil
- staff-staff
- pupil-staff
- parent-staff
- staff-parent
- parent - parent
- parent - pupil (not necessarily their own child)

It can be:

- physical
- verbal
- social
- psychological

It can include:

- hitting/kicking/physical violence
- taunts about physical appearance/sexuality
- racist, homophobic and sexist remarks
- derogatory name calling/nasty teasing
- deliberately organised exclusion from a group
- spreading rumours
- verbal/written threats (including through the use of e-mail/social networking sites/ text messaging)
- demanding money or possessions
- stealing or spoiling possessions
- tormenting
- intimidating and threatening behaviour
- inciting others to bully

Cyberbullying

Please see the Academy Policy for Online-safety

Is defined as 'the use of ICT, particularly mobile phones and the internet, deliberately to upset someone else' (DCSF) It can take different forms including:

- threats and intimidation - to include silent calls;
- harassment or 'cyberstalking' (repeatedly sending unwanted texts, videos, pictures or instant messages) This includes chatrooms and social media sites.
- vilification or defamation - such as spreading abusive material;
- exclusion/peer rejection;
- impersonation - which includes accessing someone else's device without disclosure;
- unauthorised publication of private information, video clips or images;
- manipulation of materials or an individual's information;

It differs from other kinds of bullying in that:

- it is able to invade victim's home and personal space
- it is difficult to control electronically circulated messages
- it can be viewed by an indeterminable audience
- cyberbullies are often unseen and unidentifiable

Cyberbullying will be treated as a serious incident.
Both staff and pupils can be victims of cyberbullying.

If the School considers that the law has been broken in terms of harassment and threatening and menacing communications, the police will be contacted.

Teachers receive training on how to deal with cyberbullying. Teachers, parents and children will be offered support on how to keep safe on - line.

Further information about this form of bullying can be found at:

www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/cyberbullying

Bullying - race, religion, culture and sexuality

Racist bullying refers to a range of hurtful behaviour, both physical and psychological, that makes a person feel unwelcome, marginalised, excluded, powerless or worthless because of their colour, ethnicity, culture, faith community, national origin or national status' (DSCF, 2009)

Homophobic bullying refers to verbal and physical abuse against a person who is perceived by the aggressor to be gay, lesbian or bisexual, including persons who are actually heterosexual or of a non-specific/unknown sexual orientation.' (Wikipedia, 2013)

More information can be found at:
www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/racistbullying.

Preventing and responding to bullying behaviour:

Our school acknowledges the impact that bullying can have both on the victim and the perpetrator and all staff recognise their responsibility to take action to prevent bullying through:

- acknowledging that bullying occurs and supporting all members of the school community in recognising 'bullying' behaviour, identifying it as unacceptable;
- being positive role models and working to ensure that the school presents a safe and secure environment for all members of the school community. This will include rewarding positive behaviour and delivering a curriculum which includes well planned and timetabled PSHE taught by trained staff;
- working with the school community to develop their understanding of the consequences of bullying for the victim, the bully and the whole school family;
- ensuring that all members of the school community are aware of the support mechanisms in place and how to get help.

All staff will take bullying very seriously. Any cases of bullying should be reported to a senior teacher promptly. Protocols will be implemented to support the relevant staff, parents and children in planning and monitoring appropriate action. This will include:

- A full investigation in which evidence will be gathered from both the 'bully' and the 'victim', relevant staff and parents.
- Discussions with the 'victim' and the 'bully' separately and then, if possible, together.

This may then be followed up as appropriate. The scale of sanctions to deal with behaviour considered to be 'bullying' will be case-specific and at the discretion of the Headteacher.

Further guidance can be found in the government publication ***'Working together to safe-guard children: a guide to inter-agency working to safeguard and promote the welfare of children'***

Useful Contacts/documents:

Flourishing for All: anti-bullying Guidance for Church of England Schools

KIDSCAPE	2 Grosvenor Gardens London SW1 WODH Tel: 0207 730 3300 Fax: 0207 730 7081 www.kidscape.org.uk
NSPCC	42 Curtain Road London EC2A 3NH Tel: 020 7825 2517 Fax: 0207 7825 2965 www.nspcc.org.uk
DfE	www.gov.uk/bullying
Parentline Plus	520 Highgate Studios 53-79 Highgate Road Kentish Town London NW5 1TL Tel: 0808 800 2222 www.parentlineplus.org.uk
CHILDLINE	Freepost 1111 London N1 OBR

	Tel: 0800 1111 www.CHILDLINE.ORG.UK
Anti - bullying Alliance	www.anti-bullyingalliance.org.uk
Beatbullying	*This website is aimed specifically at young people www.beatbullying.org
Bullying Online	*This website provides an e-mail advice service for children and young people as well as online help and information, for schools as well as pupils. www.bullying.co.uk
Child Exploitation and Online Protection Unit	
(CEOP)	www.thinkuknow.co.uk

This is policy is reviewed annually by the Headteacher. The next scheduled review is October 2027.