

Moorland Waldorf Initiative School

Danby, Whitby, North Yorkshire, YO21 2NJ

Website: www.moorlandwaldorf.org Email: info@moorlandwaldorf.org

Telephone 01287 661206 Fax 01287 661207

Anti - Bullying Policy

Policy Reviewed: January 2020

Next Policy Review Date: January 2021

1. **Anti-Bullying Statement:**

The school is committed to do its utmost to ensure that pupils receive an education free from bullying. It will continue to develop and implement policies that have regard to DFE guidance, 'Preventing and Tackling Bullying', 'Cyber bullying: advice for headteachers and school staff' and DCSF, 'Safe to Learn: Embedding antibullying work in schools' and the Equality Act 2010. Teachers encourage parents to communicate swiftly concerning upset pupils.

Bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to their learning and have serious consequences for their mental health. Bullying which takes place at school does not only affect an individual during childhood but can have a lasting effect on their lives well into adulthood.

By effectively preventing and tackling bullying, schools can help to create safe, disciplined environments where pupils are able to learn and fulfil their potential.

Preventing and tackling bullying, Department for Education, July 2017

What constitutes bullying?

Bullying can be described as behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying often involves an imbalance of power between the perpetrator and victim and can manifest itself in several ways. The following can constitute bullying:

- Physical assault – pushing, kicking, punching or hitting.
- Taking or damaging belongings.
- Name calling, taunting, teasing, mocking, making offensive comment, knowing what upsets someone.
- Threatening, intimidation.
- Gossiping, spreading hurtful and untruthful rumours.
- Unfairly picking on people, being unkind to people.
- Socially isolating, either physically or online.
- Forcing people to do something against their will.
- Sending inappropriate, offensive or degrading texts, emails or images.

Specific types of bullying can be related to race, religion, culture, gender, sexual orientation, home circumstances, special needs, appearance and health conditions.

It is important to be aware that some pupils may be more vulnerable than others; also to be aware that children's relationships can vary tremendously. Children can be the best of friends one day and at

loggerheads the next. Parents and staff therefore need to be aware that temporary breakdowns in relationships do not necessarily constitute bullying.

Cyber Bullying

- Cyber or virtual bullying can occur in or outside of school, and at all times of day.
- According to the Education Act 2011 a member of staff, who has been formally authorised by the headteacher, may seize a mobile phone, examine data or files, and delete these, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone.
- If an electronic device that is prohibited by the school rules has been seized and the member of staff has reasonable ground to suspect that it contains evidence in relation to an offence, they must give the device to the police as soon as it is reasonably practicable. Material on the device that is suspected to be evidence relevant to an offence, or that is a pornographic image of a child or an extreme pornographic image, should not be deleted prior to giving the device to the police.¹ If a staff member finds material that they do not suspect contains evidence in relation to an offence, they can decide whether it is appropriate to delete or retain the material as evidence of a breach of school discipline.
- The school prohibits children from bringing mobile phones to school.

¹ Section 62 of the Coroners and Justice Act 2009 defines prohibited images of children. Section 63 of the Criminal Justice and Immigrations Act 2008 defines extreme pornographic images.

2. Aim:

We aim to prevent any incidents of bullying occurring at any time.
Bullying will not be tolerated.

We intend to:

- Provide a school environment in which children feel safe and able to express themselves without fear or intimidation.
- Maintain a co-operative ethos in which the school, the children and the parents work together to prevent bullying.
- Help children to gain the personal qualities and self-esteem needed to minimise the risk of bullying.
- Identify children at risk and respond positively to their needs.
- Respond firmly to incidents of bullying.
- Regularly evaluate and update our approach to take account of developments in technology.
- Implement disciplinary sanctions to reflect the seriousness of the incident/s.

3. Procedures for Staff:

- Staff should be watchful and observe relationships. Where appropriate, mention should be made in the weekly meetings. If appropriate, an incident slip should be completed and given to the class teacher or a note should be made in the incident book.
- There should be appropriate supervision of pupils during unstructured time.
- Staff should be punctual for lessons and break duties.
- Children should be made aware and periodically reminded, that they should report incidents and they may do so to any teacher.
 - The teacher must alert the class teacher.
 - Where appropriate the class teacher will inform the teachers' meeting or the College of Teachers and make an entry in a pupil's file.
 - In serious and persistent cases, the Designated Person for Child Protection will be informed

4. School procedure for dealing with incidents of bullying;

What action should be taken if a pupil has been bullied?

- **Stop the incident!**

Swift response is essential.

- a) Confirm that the child is not physically injured. If the child is physically injured, deal with the injury immediately.
- b) Show concern and support for the victim (in the presence of the bully if appropriate).
- c) Try to reassure the victim.
- d) Wait for the victim to become calm before trying to find out what happened, and then take time to listen carefully and establish the facts and factors involved. Bystanders may provide important background information.
- e) Tell both parties that the matter will be dealt with and that other teachers and the parents of those involved will be informed.
- f) Talk over the incident, the problems behind it, and possible solutions with the victim and the bully.
- g) Ensure appropriate written reports are made on incident slips to the class teacher or in the incident book.

What action should be taken if a pupil bullies?

- a) Make it absolutely clear that the behaviour is totally unacceptable to everyone – staff and children.
- b) Remind the pupils that they too must share the responsibility for caring for others; allowing something to happen is actually participation, albeit passive.
- c) Involve all parties – bully, victim and neutrals.
- d) If appropriate, state the sanctions that will be imposed if the bullying continues.
- e) Ensure everyone has an understanding of the situation and will take action immediately should there be a reoccurrence of the behaviour. Ensure appropriate written reports are made on incident slips to the class teacher or in the incident book.

5. Safeguarding

- When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children Act 1989. Where this is the case, the school staff should discuss with the school's designated safeguarding lead and report their concerns to their local authority children's social care and work with them to take appropriate action

- 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 communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.
- If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communications Act 1988, any person who sends 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, is guilty of an offence if their purpose in sending it was to cause distress or anxiety to the recipient.

6. Bullying which occurs outside school premises

- School staff members have the power to discipline pupils for misbehaving outside the school premises, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. This may include 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.
- Where bullying outside school is reported to school staff, it should be investigated and acted on. The headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.
- While school staff members have the power to discipline pupils for bullying that occurs outside school, they can only impose the disciplinary sanction and implement that sanction on the school premises or when the pupil is under the lawful control of school staff, for instance on a school trip.

7. Guidelines for informing parents

All parents should be consulted if there are any concerns about their children. They may be able to help solve problems or provide information that could prevent serious incidents occurring.

The parents of the victim and the bully should be informed if:

- a) a physical injury has occurred.
- b) the incident involved a number of children bullying the same child.
- c) an older child is bullying a much younger one or vice versa.
- d) the victim is very distressed and frightened.
- e) the bullying is repeated.

The College of Teachers should be told that parents have been informed.

8. Sanctions

Physical assault

- Pupils who have been involved in a physical assault on others may be excluded from school for a 'cooling off' period.
- Parents of both parties should be informed.
- There should be an interview with pupil accused of bullying / assault and parents before re-instatement.
- There should be an interview with both parties and appropriate apologies made.

- Serious or repeated incidents could result in the pupil being referred to the College of Teachers and to possible permanent exclusion.

All other cases of bullying will be dealt with in accordance with the school behaviour policy.

Endorsement:

Name: Linda Parker

Position: Chair of ECTE

Date: 10/02/20.....