



DHEKELIA PRIMARY SCHOOL
ANTI BULLYING POLICY

Sept 2020

Review date: Sept 2021

At Dhekelia Primary School, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively. We are a 'telling' school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Bullying definition

Bullying is described in the government documents 'Preventing and tackling bullying' as behaviour by an individual or a group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Many experts refer to bullying involving an imbalance of power between the perpetrator and the victim. Bullying can take many forms and is often motivated by prejudice against particular groups for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children or perceived differences.

Bullying can come in many forms; these are:

- **Emotional** - being unfriendly, excluding, tormenting (eg threatening gestures, belittling, excluding)
- **Physical** - pushing, kicking, hitting, punching or any use of violence
- **Racial** - racial taunts, gestures
- **Sexual** - unwanted physical contact, sexually abusive comments
- **Homophobic** - focusing on the issue of sexuality, name calling of a homophobic nature
- **Verbal** - name calling, sarcasm, spreading rumours, teasing
- **Cyber bullying** - use of technology to intimidate, harass, call names, etc

Preventing bullying in school

Work in school does not and should not start from the point when a bullying incident has occurred. At Dhekelia Primary School, we adopt a whole curricular approach which aims to raise awareness of the issues of bullying and explores an ethos of tolerance, respect, empathy, equality and diversity.

DPS also uses the following methods for helping children to prevent bullying:

- ◆ Focused themed assemblies
- ◆ School Council Meetings
- ◆ The 'Worry Box'
- ◆ Theme weeks such as Anti Bullying Theme weeks
- ◆ Regular Personal, Social, Health and Emotional relationships education
- ◆ Statutory SRE
- ◆ Recognition boards which support our whole school core values
- ◆ Regular supervision is in place for activities such as playtimes and play areas are visible

Nobody should be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying

Objectives of this policy

- ◆ All teaching and non-teaching staff, pupils, parents and members of the School Governance Committee (SGC) have an understanding of what bullying is
- ◆ All teaching and non-teaching staff know what the school policy is on bullying and follow it when bullying is reported
- ◆ All pupils and parents know what the school policy is on bullying, and what they should do if bullying arises

As a school we can take bullying seriously. Pupils and parents should be assured that they will be supported

Steps the school will take in the case of bullying:

- Talk to the child being bullied in a quiet private one to one setting, out of earshot of other children
- Assure the child that you will do your utmost to get the bullying stopped
- Ascertain the full story with as many details as possible, who, when and what (make written notes)
- Inform the child that to get the bullying stopped it is going to be necessary for the adult to speak to the child who is carrying out the bullying with their unacceptable actions
- Explain to the child that it is important to state the facts as clearly and honestly as possible
- Speak to the other children involved and collate all information
- Parents need to be informed and any additional advice/support/ information sought
- Inform staff so that monitoring of the situation is in place
- Consequences in line with school behaviour policy
- If necessary and appropriate, the police may be informed and involved.

Processes in school that allow children to report incidents of bullying

The school has various processes in place that enable pupils to report incidents of bullying in addition to verbally communicating this to a member of staff, these include:

- The Worry Box
- Anti-bullying themes are explored in PSHE lessons

Bullying that occurs outside the school premises

School staff have the power to discipline pupils for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances.

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 RMP or other Station units or agencies.

This policy has links to the following school policies:

- ◆ Child protection/safeguarding policy
- ◆ Dealing with allegations made against a child or young person
- ◆ Managing allegations against staff and volunteers
- ◆ Online safety policy and procedures for responding to concerns about online abuse
- ◆ Equality and diversity policies