Anti-Bullying Policy

Area	Dated	Person responsible
Review	March 21	T. Price
Review	Oct 23	T. Price
Reviewed	Feb 24	T. Price

Contents

Introduction

This document outlines Banister Primary School's Anti-Bullying Policy. It details how, as a school, we aim to ensure all our children feel safe and eradicate instances of bullying, for any reason. This policy is reviewed at least annually and also as circumstances require, such as a change to government guidelines.

This policy should be read in conjunction with the following policies:

- Banister Primary School's Vision and Values
- Behaviour Policy
- Safeguarding and Children Policy
- Equality Policy
- Complaints policy and Procedure
- Online Safety Policy
- School Code of Conduct
- SEN Policy

This policy is based on the DfE's guidance "Preventing and Tackling Bullying" July 2017, and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" (Sept 23).

Key Contact Personnel

Nominated member of leadership staff responsible for the policy: Lynsey Heller (Assistant Headteacher)

Designated Safeguarding Leads:
- Kate Vincent (Headteacher)
- Tracy Price (Deputy Headteacher)
- Sam Stott (Learning and Development Coach)
- Nik Waight (Learning and Development Coach)
- Natasha Roberts (SENDco)

Named Governor with lead responsibility: Mac Macbride (Nominated Governor for Safeguarding)

This policy will be reviewed at least annually, and following any concerns and/or updates to national/local guidance.

Statement of Intent

At Banister Primary School, we are committed to safeguarding and promoting the welfare of all our pupils and members of our community. Banister Primary School is committed to developing an anti-bullying culture where the bullying of adults or children is not tolerated in any form. Everyone at our school is equal and are to treat each other with respect and kindness. We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community.

This policy outlines what Banister Primary School will do to prevent and tackle all forms of bullying. The policy has been written and adopted with the involvement of the whole school community.

Aims

- To provide a safe, caring, respectful environment for the whole school community, especially the children in our care.
- To instil in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- To reassure children that they will be listened to and will know that it is alright to tell.
- To listen to parents/carers and keep them informed of actions taken in response to a complaint.
- To respond to and thoroughly investigate all claims of bullying
- To take appropriate action, including exclusion in cases of severe bullying.
- To monitor incidents of bullying during the school year by the Head teacher which will be reported in the annual Safeguarding Position Statement.

Links to Legislation

Every school must have measures in place to prevent all forms of bullying. There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):
- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989

The Education and Inspections Act 2006

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.
Sections 90 and 91 of the Education and Inspections Act 2006 states 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. Therefore, this policy also extends to incidents of bullying which occur outside of the school.

The legislation also requires that measures taken by schools with regard to behaviour and bullying prevention MUST be communicated to all staff, parents and pupils.

The Equality Act 2010

A key provision in The Equality Act 2010 is the Public Sector Equality Duty (PSED), which came into force on 5 April 2011 and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

Safeguarding Children

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, school staff will discuss with the school's Designated Safeguarding Lead and follow protocols set out in Banister Primary School's Child Protection Policy.

Responsibilities

It is the responsibility of:

- The Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Children to follow the policy

Definition of Bullying

Bullying can be defined as **"behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally"**. (DfE "Preventing and Tackling Bullying", July 2017)

- It may also involve an imbalance of power, which can sometimes make it difficult for those being bullied to defend themselves.

- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

The school works hard to ensure that all pupils know the difference between bullying and 'falling out' and that not all acts of unkindness or incidences of physically hurting another person are bullying. These will be dealt with according to our School's Behaviour Policy.

Forms and Types of Bullying Covered by this Policy

Bullying can happen to anyone. There are various types of bullying:

Racist Bullying
This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

Homophobic Bullying
This occurs when bullying is motivated by a prejudice against lesbian, gay, bisexual or transsexual people.

Cyberbullying
The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

When responding to cyberbullying concerns, the school will:

- Access Childnet's Cyberbullying guidance
- Act on National Online Safety Guidance
- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
- Looking at use of the school systems;
- Identifying and interviewing possible witnesses;
- Contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
- Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
- Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy. ('Searching, screening and confiscation at school' DfE January 2018 and Childnet's cyberbullying guidance)

- Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
- Advising those targeted not to retaliate or reply;
- Providing advice on blocking or removing people from contact lists;
- Helping those involved to think carefully about what private information they may have in the public domain.

Vulnerable Groups
We recognise that some groups of pupils may be more vulnerable to bullying, including:
- Looked After Children
- Children having caring responsibilities
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian, bisexual or transsexual
- Those suffering from health problems, including mental health

Signs of Bullying
Staff should be vigilant in looking out for signs of bullying or other child protection issues including:
- Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.
- Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.
- Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

This policy covers all types and forms of bullying including:
- Bullying related to physical appearance (e.g. body shaming)
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Harassment
- Prejudicial bullying (against people/pupils with protected characteristics):

- Bullying related to race, religion, faith and belief and for those without faith
- Bullying related to ethnicity, nationality or culture
- Bullying related to Special Educational Needs or Disability (SEND)
- Bullying related to sexual orientation
- Sex and gender based bullying, including transphobic bullying
- Bullying against teenage parents (pregnancy and maternity under the Equality Act)

Bullying can take many forms:

- Verbal abuse, name calling and ridicule
- Offensive mimicry, mockery of contribution to work, of specific disability, of a person's way of speaking or demeanour, of physical appearance, clothing or belongings, dietary habits, country of origin, way of speaking, behaviour, appearance, religious observance
- Pretending not to understand or use of gibberish
- Uninvited and inappropriate touching
- Sexual assault
- Cyber bullying – by phone or computer
- Physical threats or attacks
- Defacing property, graffiti
- Wearing provocative badges or insignia, having racist leaflets etc
- Inciting others to bully
- Refusing to co-operate in work and play
- Indirect action such as spreading unpleasant stories about someone
- Isolating
- Sexual innuendo

Bullying Prevention

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-bullying Week' is held to further raise awareness. E-safety is an important part of the Curriculum and information for parents is included in newsletters. Online safety workshops are held to raise parents' awareness of cyber-bullying. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

Responding to Bullying

Banister Primary School will thoroughly investigate all reports of bullying. When dealing with any reports of bullying we will use a range of strategies to suit the situation and the needs of the children involved. The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.

- Actively listen to children when they report incidents of bullying.
- The Headteacher/Designated Safeguarding Lead (DSL) or another member of leadership staff will interview all parties involved.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentially policies.
- Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.
- Increase the vigilance of all adults involved with the children, both in class and at lunchtimes and playtimes.
- Work closely with the DSL and ELSA (Emotional Learning Support Assistant) to ensure that both the bully and the victim are supported appropriately.

Developing, reviewing and implementing a regular programme of PSHE learning further supports this policy.

Processes for Staff to React to and Respond to Incidents of Bullying

In the first instance, children will know who to talk to. This will usually be their class teacher, but it may also be any member of the School Staff. The adult who receives a report of bullying will first talk to the "victim" to ascertain:

- The nature of the problem and how they feel about it
- What the victim's goals are and how they would like the problem resolved
- What the victim believes they can do to help them self

- The Headteacher, Deputy Headteacher and Assistant Headteacher must be informed of all incidents of bullying. These will be logged on CPOMS – a secure, electronic cloud based database which the school uses to record and monitor incidents of behaviour, bullying and child protection issues.
- A member of the Senior Leadership Team will then thoroughly investigate the claims by discussing the allegations with the alleged bully and any witnesses; making a note of each person's account.

- If the incident is not considered bullying this will be explained to the 'victim' and his/her parents in order to clarify and deepen our shared understanding of what does / does not constitute bullying.
- If it is agreed that an instance of bullying has taken place then it will be explained to the bully why their behaviour constitutes bullying and they will be supported to understand the impact their actions are having, or have had, on the victim. The bully will be asked for their suggestions about how they could change their behaviour to alleviate the problem.
- If a Senior Leader believes there has been an instance of bullying, the Head teacher or Assistant Head teachers will contact the children's parents and encourage them to play a part in resolving the problem. Any parent whose child has been bullied will be regularly informed of the actions the school has taken to investigate the allegation, the consequences and follow up actions agreed.
- Additional support may also be sought from an independent Anti-Bullying Officer who would be bought in by the School to support both the victim and the bully.
- The school will deploy their Emotional Literacy Support Assistant (ELSA) to work with both the victim and the bully.

Some instances of bullying may also be addressed as a Child Protection concern. In these cases, procedures outlined in the School's Child Protection Policy will be followed. Some forms of bullying are illegal and will be reported to the police. These include:

- Violence or assault
- Theft
- Repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages
- Hate crimes

Process for Parents/Carers to Use When Responding to Concerns about Bullying

At Banister Primary School, we promote a culture of vigilance and encourage all members of the school community to be alert to signs of bullying. If, as parents, you have any concerns regarding bullying, please:
- Contact school immediately if you think your child is being bullied; we are here to support your child.
- Encourage your child to talk about it, but be patient as she or he may be distressed.
- Never approach the bully directly or involve an older child to deal with the bully. It is important that you work with us to deal with incidents.
- Stay calm but show that you are supportive and working with the school to solve the problem.
- Don't tell your child to fight back; this will only make matters worse.
- Avoid dwelling on sensitive issues and asking leading questions.
- Reassure your child that you are sympathetic and will do something about it.
- Try to help him or her to see the difficulty as a problem that can be solved.
- Ask your child if they can see ways of changing things.
- By working together, we can support you in helping your child to develop coping strategies.
- Help everyone to keep a sense of proportion of the situation.

If You Are Being Bullied

Each term or whenever incidents occur, class teachers and senior leaders will revisit the definition of bullying and reinforce the following key messages:

- Generally it is best to tell an adult you trust straight away. You will get immediate support.
- Remember that your silence is the bully's greatest weapon.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are; we are all unique and individual.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive – shout "No!" Walk confidently away. Go straight to a teacher or member of staff.
- Teachers will always take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.
- Fighting back will make things worse.

If You See Someone Being Bullied

Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own. If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.

Supporting Pupils

Banister Primary School will support pupils who have been bullied by:

- Reassuring the pupil and providing continuous pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through the Children and Young People's Mental Health Service (CAMHS).

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.

- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or the Children and Young People's Mental Health Service (CAMHS).

Supporting Adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable. Adults who have been bullied or affected will be supported by:
- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the head teacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:
- Discussing what happened with a senior member of staff and/or the head teacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required

Preventing Bullying

To create an environment that is supportive and safe for all pupils, we will take a number of preventative measures to help promote a culture of inclusivity. We will create a school ethos where pupils treat each other and the school with respect. We will teach children about the importance of understanding and tolerating differences between people (DCFE Preventing and Tackling Bullying). The following strategies will be used:

- All members of the school community will have a consistent approach to behaviour (see school behaviour policy) and reinforce expectations of behaviour, promoting good behaviour choices.
- All members of the school community will promote respect and equality and ensure that difference and diversity is celebrated.
- As part of the curriculum, classes will discuss behaviour, how to treat one another and what to do when they are upset by another person's behaviour.
- Cyber –bullying will be taught as part of the computing curriculum and PSHE.

- During Anti-bullying week the whole school will consider the current national theme. This is delivered through assemblies, displays and classroom-based activities. One day of this week will be focused on Cyber – bullying.
- Years 1-6 have an elected Lighthouse group member who will convey pupil ideas and suggestions for creating a caring learning environment.
- Play leaders will support children in positive play at playtimes and lunchtimes.
- Emotional support or nurture groups will be given to any child who may need it.
- A worry monster will be visible in any classroom so pupils have a confidential post box to write down their concerns.
- All staff watch for early signs of distress in pupils. We listen, believe, and act.
- Challenge practice and language which does not uphold the school values of tolerance, non-discrimination and respect towards others.

Policy and Support

The whole school community will:
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying bought to the schools' attention, which involves or effects pupils, even when they are not on school premises; for example, when using school transport or online, etc.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

Banister Primary School will:
- Train all staff, including: teaching staff, support staff (including Admin Staff) and volunteers to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: PSHE, displays, assemblies, peer support, the Lighthouse team, etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

Involvement of all Members of the School Community

Pupils:
We recognise the importance of all members of our school community having a voice and for this voice to be heard and suggestions or concerns acted upon.
We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Utilise pupil voice in providing pupil led education and support
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

Parents and Carers
We will:

- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school website
- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Monitoring and Reviewing: Putting Policy into Practice

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The head teacher will be informed of bullying concerns, as appropriate.
- The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying, including outcomes.

Keeping Children Safe in Education

The Department has published advice and guidance on Preventing and Tackling Bullying, (which may also be useful for colleges). The Mental Health and Behaviour in Schools guidance sets out how schools and colleges can help prevent mental health problems by promoting resilience as part of an integrated, whole school/college approach to social and emotional wellbeing, which is tailored to the needs of their pupils.

The senior mental health lead role is not mandatory and different senior leads will inevitably have different levels of knowledge and skills to promote wellbeing and mental health, and different responsibilities, as roles are locally defined to fit in with other relevant roles and responsibilities. However, we expect a senior mental health lead in a school/college will be a member of, or supported by the senior leadership team, and could be the pastoral lead, SENCO, or designated safeguarding lead. We are aware most schools and colleges already have a senior mental health lead in place.

From September 2021, up to 7,800 schools and colleges will be able to access senior mental health leads' training. Settings will have the opportunity to opt-in for a fixed value grant and will be supported to identify the most appropriate learning from a list of quality assured courses. Settings ready to develop or introduce their whole school or college approach to mental health and wellbeing, with capacity to undertake training before March 2022, will be encouraged to apply. Further information on how schools and colleges can do this - and how they can identify and book the most appropriate training for them - will be provided nearer the time.

In addition, Public Health England has produced a range of resources to support secondary schools to promote positive health, wellbeing and resilience among children including its guidance Promoting children and young people's emotional health and wellbeing. Its resources include social media, forming positive relationships, smoking and alcohol. See Rise Above for links to all materials and lesson plans. The Department has also published, 'Every interaction matters', a pre-recorded webinar which provides staff with a simple framework for promoting wellbeing, resilience, and mental health. This sits alongside our Wellbeing for education recovery program content, which covers issues such as bereavement, loss, anxiety, stress and trauma.

Summary

By embracing a whole school approach we ensure that everyone (pupils, parents, carers, teachers, support staff, governors, and outside agencies) is brought together to develop a culture which openly condemns bullying and where pupils feel safe and free from bullying. All reports of bullying will be taken seriously and fully investigated. Appropriate measures will be taken to reassure and support the victim as well as to modify the behaviour and attitude of the bully/bullies.

Useful Links and Supporting Organisations

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
Childline: www.childline.org.uk
Family Lives: www.familylives.org.uk
Kidscape: www.kidscape.org.uk
MindEd: www.minded.org.uk
NSPCC: www.nspcc.org.uk
The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
PSHE Association: www.pshe-association.org.uk
Restorative Justice Council: www.restorativejustice.org.uk
The Diana Award: www.diana-award.org.uk
Victim Support: www.victimsupport.org.uk
Young Minds: www.youngminds.org.uk
Young Carers: www.youngcarers.net

SEND

Changing Faces: www.changingfaces.org.uk
Mencap: www.mencap.org.uk
DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying

Childnet: www.childnet.com
Think U Know: www.thinkuknow.co.uk
UK Safer Internet Centre: www.saferinternet.org.uk
The UK Council for Child Internet Safety (UKCCIS): www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
DfE 'Cyberbullying: advice for headteachers and school staff':
www.gov.uk/government/publications/preventing-and-tackling-bullying
DfE 'Advice for parents and carers on cyberbullying':
www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, Religion and Nationality

Anne Frank Trust: www.annefrank.org.uk
Kick it Out: www.kickitout.org
Report it: www.report-it.org.uk
Stop Hate: www.stophateuk.org
Tell Mama: www.tellmamauk.org
Educate against Hate: www.educateagainsthate.com
Show Racism the Red Card: www.srtrc.org

LGBT

Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
Metro Charity: www.metrocentreonline.org
Proud Trust: www.theproudtrust.org
Schools Out: www.schools-out.org.uk
Stonewall: www.stonewall.org.uk

Sexual Harassment and Sexual Bullying

Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk
Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
Anti-bullying Alliance: Preventing and responding to Sexual Bullying: https://anti-bullyingalliance.org.uk/sites/default/files/uploads/attachments/Sexual%20and%20sexist%20bullying%20guidance%202022_3.pdf