


ANTI-BULLYING POLICY

DATE PALM STATEMENT of INTENT

At Date Palm our vision is for the School to ensure our pupils grow like a Date Palm tree – with **strong foundations, lofty branches and produce fresh fruit:**

- ✓ To build **Strong Foundations for Character Development** that:
Instil values; inspire each pupil; display best manners.
- ✓ To have **Lofty Branches of Educational Excellence** that will:
Provide a broad and varied range of experiences and learning opportunities; help each pupil progress and develop in all aspects; support their skills and talents.
- ✓ To produce **Fresh Fruit that provides services to their Communities** in order to:
Become responsible and confident citizens; make a positive difference; commit to charitable endeavours; become effective contributors towards Britain’s future.

Reviewed by	Position	Signature
Afsana Khanam	Deputy Head / DSL	
Sabina Yesmin	Safeguarding Governor	S. Yesmin

Reviewed: September 2022
Next review date: September 2023



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Anti-Bullying Policy

This policy should be read in conjunction with:

- Safeguarding policy
- SEND policy
- Inclusion policy
- Equality policy
- Health & safety policy
- Behaviour policy
- Attendance policy
- Complaints policy
- E-Safety policy

Introduction

Date Palm Primary School defines bullying as "Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally" (taken from the DfES Anti-Bullying document, 'Safe to Learn: Embedding anti-bullying work in schools'). This policy also references "No place for bullying: How schools create a positive culture and prevent and tackle bullying" (June 2012), as well as "Keeping Children Safe in Education" (September 2022).

Legislation

The Education and Inspections Act 2006 states that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. The Act also gives Head teachers the ability to ensure that pupils behave when not on school premises or under the lawful control of school staff. This can relate to bullying incidents occurring anywhere eg at local shops or cyber-bullying.

The Equality Act 2010 provides for a Public Sector Equality Duty which requires public bodies, including schools, to have due regard to the need to:



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- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- Advance equality of opportunity
- Foster good relationships between people.

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

Defining Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms:

- Verbal e.g. name-calling, threatening harm, repeated teasing
- Physical e.g. hitting, kicking, scratching, hair pulling
- Ignoring or excluding
- Turning friends against the victim
- Cyber bullying via texts or the Internet
- Sending nasty notes

Bullying can be motivated by prejudice against particular groups on grounds of religion, race, gender, physical characteristics, disability or because a child is adopted or in the care system. Stopping violence is obviously the school's first priority but emotional bullying can be even more damaging and schools must act on this quickly.

This policy is based on our School Behaviour Policy and the evaluation of information and evidence gained from pupils, parents and staff through questionnaires, discussions in class and in assemblies and from other sources of help such as the DFE publication "Prevention and Tackling Bullying". It aims to outline the school's preventative strategies and procedures in cases of bullying.

The effectiveness of this Policy and how the school could improve its monitoring of pupil behaviour is assessed through regular use of the questionnaire, discussions and talks in school assemblies, the School Council, prefects, the Head teacher's confidential post-box and contact with parents and governors.



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Preventative strategy

The main ways to prevent bullying are to create an ethos of good behaviour where pupils treat each other and school staff with respect, and to teach children about the importance of understanding and tolerating differences between people. This may be done in discrete PSHE lessons and school assemblies or in class in order to respond to specific situations. We also believe it necessary to regularly teach about the dangers of cyber-bullying.

Other strategies to prevent bullying are:

- “Say No to Bullying” are covered by each class in September.
- During Anti-Bullying Week in November the whole school spends time on considering the current theme. This is delivered through assemblies, displays and classroom-based activities using age-appropriate activities.
- The Pupils’ Code of Behaviour and Anti-Bullying Charter are displayed in each classroom and around the school and all pupils are aware of what is deemed acceptable and unacceptable behaviour.
- Years 3 to 6 have an elected School Council member who can convey pupil ideas and suggestions for creating a caring and stimulating learning environment. The School Council meets with the Head and Deputy Head teachers half-termly to offer up pupil suggestions.
- Concerns/suggestion box is provided for pupils to write their concerns directly to the Head teacher.
- ‘Playground friends’ help monitor behavior and befriend children that play on their own and assist the staff on duty at playtimes and lunchtimes.
- Pupils are left at the school office if they are not able to play appropriately or if they have not adhered to the Code of Behaviour.
- When the weather permits, playground and field games are available at lunchtime and playtime which encourage co-operative play.
- All staff are given training on identifying bullying and how to deal with it.
- Staff encourages children to report bullying and create a positive and safe environment where pupils’ concerns can be expressed and problems solved without fear of victimisation.
- Anti-bullying campaign leaflets are given out to parents and copies are available in school.



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Antibullying Ambassadors

We are delighted to be working in partnership with the Diana Award to ensure that Date Palm Primary is a community where our children feel safe and thrive. Our Anti-Bullying Ambassadors have received training to provide support when needed, to challenge negative behaviours and lead anti-bullying campaigns throughout the school. We are excited to begin this journey and share with you the outstanding work our Anti-Bullying Ambassadors produce throughout the academic year.

Procedures for dealing with bullying

The Head teacher is informed of all cases of bullying that occur. Cases of bullying are always dealt with by a senior member of staff and usually by the Head teacher.

Parents of both parties will be contacted if the Head teacher feels it is necessary.

Disciplinary measures must be applied fairly, consistently and reasonably, taking into account the needs of vulnerable pupils. It is important to consider the motivations behind the bullying behavior and whether it reveals any concerns for the safety of the perpetrator.

The consequences of bullying behaviour must reflect the seriousness of the incident so that the children see that bullying is unacceptable and punishable.

Sanctions

These sanctions will depend on a variety of factors but must be applied consistently and fairly. In all cases the sanctions will include an apology to the victim.

They may include:

- Being kept in at playtime/lunchtime for a fixed period
- Being prevented from taking part in a treat
- Involvement of parents
- Short-term fixed exclusion
- Involvement of Community Support Officer (in serious cases)
- Sessions with the Learning Mentor to enable the perpetrator to understand the consequences of their behaviour and to develop strategies to prevent the behaviour happening again.



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Bullying outside of school

Head teachers now have the power to try and regulate pupils' conduct when they are not on school premises. Bullying outside school will be investigated and acted upon. In these cases the parents of victim and perpetrator will be involved as may members of the local community e.g. mosque leaders, Community Support Officer.

Recording and reporting incidences

The Head teacher has a duty to record and report incidents of racism to the Local Authority. She also records incidents of poor behaviour and bullying in a Behaviour Log. This Log can be used to detect any patterns of bullying towards or by a particular pupil. The Head teacher must decide when to report an incident of bullying to the Police or other authorities depending on the seriousness of the incident and other circumstances. The Head teacher will also need to decide if there is a need to involve other external services to support the child. See Behaviour policy

Involvement of pupils and parents

The school will ensure that ALL pupils are involved in preventing and tackling bullying.

Pupils will be made aware that they can help to tackle bullying if they report incidents that they have seen or have been made aware of. If they do not report incidents pupils need to be aware that they can actually contribute towards bullying.

Parents will be made aware of the content of the school's Anti-Bullying Policy and we hope that they will feel confident that the school will take any complaint of bullying seriously and that it will be dealt with. The school in turn will expect the parents to reinforce at home the importance of good behavior and to support any sanctions the school may give to a perpetrator of bullying.

Mentoring and accountability

The school will monitor and evaluate the policy regularly. The policy will be promoted and implemented throughout the school.



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Records of any bullying incidents will be reviewed in order to monitor and assess any increase in frequency or type of bullying being reported.

Parents are encouraged to report any concerns immediately.

Parental questionnaires will be sent out annually.