



Anti-Bullying Policy

Introduction

Bullying is something that affects all schools and it is taken very seriously at Dolphin. Although we believe that Dolphin is a pleasant, tolerant and well-disciplined school, where the incidence of bullying is rare, it is important to be vigilant.

Bullying, harassment, victimisation and discrimination will not be tolerated. We treat all our pupils and their parents fairly and with consideration and we expect them to reciprocate towards each other, the staff and the school. Any kind of bullying is unacceptable.

This policy applies to all pupils in the school, including those in the Early Years Foundation Stage. Parents/guardians have an important role in supporting Dolphin School in maintaining high standards of behaviour. It is essential that school and homes have consistent expectations of behaviour and that they co-operate closely together.

Acceptance of this policy forms part of our standard terms and conditions.

Definition of bullying

The law

Some forms of bullying are illegal. These include:

- violence or assault
- theft
- repeated harassment or intimidation, threats and abusive phone calls, emails or text messages
- hate crimes

Bullying is usually defined as:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email and social networks)

Our policy

The staff and children at Dolphin agree that they will not tolerate any form of bullying. Everyone who is part of the Dolphin community has a responsibility for each other and we aim to promote an anti-bullying ethos

within the school. This policy is applicable to all children at Dolphin including those in the Early Years Foundation Stage.

Our aim is to have a well-ordered, happy community where effective learning can take place and where there is mutual respect between all members. A code of behaviour is outlined in the **Promotion of Good Behaviour Policy and Sanctions**.

Preventative measures:

We take the following preventative measures to ensure that bullying does not become a problem which is associated with Dolphin School:

- All new pupils are briefed on the school's expected standards of behaviour. They are told what to do if they encounter bullying. We guarantee that children who act in good faith, and report incidences of bullying will not be penalised and will be supported.
- All new members of staff are given guidance on the school's Anti-Bullying Policy as part of their induction and in how to react to allegations of bullying. They are required to read the school's policy on anti-bullying which is part of the staff handbook that they receive. We use appropriate assemblies to explain the school policy on bullying.
- Our PSHE programme is structured to give pupils an awareness of their social and moral responsibilities as they progress through the school. The programme is structured to enforce the message about community involvement and taking care of each other. Anti-bullying is an integral aspect of the PSHE programme.
- Other lessons may highlight the issue of bullying and reinforce this message by teaching moral and spiritual values that show bullying to be unacceptable and by developing social skills.
- All our pupils are encouraged to tell a member of staff at once if they know that bullying is taking place.
- Staff record 'bullying type' incidents on the MyConcern platform, which are kept on file and the relevant form teachers and Heads of Section are immediately notified. The DSL monitors these files regularly and liaises with the relevant staff and Head to identify trends.
- All reported incidents are recorded and investigated at once. We always record reported incidents so that patterns of behaviour can be identified and monitored. Concerns about children are then shared at the weekly staff meeting and action is agreed.
- We have a strong and experienced pastoral team of form teachers and mentors who support the school's management team. They are trained in handling any incidents as an immediate priority, and are alert to possible signs of bullying.
- Our pastoral team gives support and guidance to other staff on handling and reporting incidents, and on the follow-up work with both victims and bullies. INSET sessions have also been used to supplement staff training, using outside experts in this field.
- Staff are always on duty at times when pupils are not in class and patrol the school site, particularly areas where bullying might occur. They are trained to be alert to inappropriate language or behaviour.
- Our First Aid room displays advice on where pupils can seek help, including details of confidential helplines and websites, such as Childline.
- The school reserves the right to investigate incidents that take place outside school hours, on school visits and trips, and that occur in the vicinity of the school, involving our pupils. However, it is a criminal offence to use mobile technology to menace, harass or offend another person. If the school has reason to suspect that bullying has taken place involving the use of that phone, it may consider it appropriate to confiscate the phone, and read its contents and/or hand it over to the Police/involve the Police.
- We welcome feedback from parents and guardians on the effectiveness of our preventative measures.

Preventative measures – cyberbullying:

In addition to the preventative measures described above, Dolphin School:

- Expects all pupils to adhere to its charter for the Safe Use of ICT. Certain sites are blocked by our filtering system and our teachers of ICT monitor use carefully during lessons. No child is currently allowed on a computer without staff supervision.
- May impose sanctions for the misuse, or attempted misuse of the internet.
- Offers guidance on the safe use of social networking sites and cyberbullying in ICT lessons.
- Invites visiting experts to talk about Internet Safety
- Celebrates Internet Safety Day.
- Offers guidance on keeping names, addresses, passwords, mobile phone numbers and other personal details safe.
- Does not permit mobile phones in the school or on school trips including residential ones. Exceptions to this are for longer trips where pupils may use a phone to take photos, however the SIM card must be removed beforehand.

Children are reminded that:

- If you are being bullied, tell your form teacher, the DSL, the Head or any other adult. Do not be intimidated by a bully saying it will be even worse for you if you report bullying.
- When someone else is being bullied or is in distress, act. Watching and doing nothing may suggest support for the bully.
- Express your disapproval of bullying; do not tolerate a bully in your circle of friends.
- Always treat others as you would like to be treated yourself. Remember that calling someone names, or incessant teasing, is bullying. Do not become a bully yourself.

Identification of the signs of bullying:

Changes in behaviour that may indicate that a pupil is being bullied include:

- Unwillingness to return to school
- Displays of excessive anxiety, becoming withdrawn or unusually quiet
- Failure to produce work, or producing unusually bad work, or work that appears to have been copied, interfered with or spoilt by others
- Books, bags and other belongings suddenly go missing or are damaged
- Change to established habits (e.g. giving up music lessons, change to accent or vocabulary)
- Diminished levels of self-confidence
- Frequent visits to the sick room with symptoms such as stomach pains, headaches etc
- Unexplained cuts and bruises
- Frequent absence, erratic attendance, late arrival to class
- Choosing the company of adults
- Displaying repressed body language and poor eye contact
- Difficulty in sleeping, experiencing nightmares etc.
- Talking of suicide or running away

Although there may be other causes for some of the above symptoms, a repetition or a combination of these possible signs of bullying should be investigated by parents and teachers.

Action by the school:

Our initial aim is to encourage good behaviour and respect for others and to prevent bullying rather than to punish bullies. Curriculum, PSHE and whole-school opportunities are used to discuss issues that promote tolerance and understanding of different cultures, races and beliefs, as well as the right of every individual to learn and to work in an environment where they are free from the fear of bullying. Picking on someone with special educational needs or disabilities, those who are adopted or are carers, homophobic name calling, sexism and cyberbullying both inside and outside of school are unacceptable. Staff and pupils are given training

to recognise different types of bullying and access to support as needed. Parents have access to an efficient and clearly understandable complaints procedure.

In a case where bullying has occurred our action will be:

To support the victim in any appropriate way

To gather as much additional information as possible and to keep written records of the bullying incident. To inform the parents of the victim if appropriate. For more serious cases, the DSL/Head will meet with each child involved on an individual basis and ask them to write an account of the facts as they see them (assistance is given for those children that need it, in the form of scribing). Parents are then informed as appropriate and a suitable course of action decided on, usually in conjunction with the Head.

To educate the bully

Expectations for behaviour and the seriousness of bullying are outlined to the bully. Parents are kept informed, informally, orally and then in writing if their child has bullied another child. This is for the bully's own sake as well as for others. Other members of the school community may also need to be reminded that this bullying behaviour is unacceptable.

To deter the bully

Bullying offences are recorded in writing and appropriate action is taken depending on the severity of the bullying. The action taken after each incident is also recorded in MyConcern (the bully is given the opportunity to put right the harm caused if practical). Severe or persistent bullying will be referred to the Head who, if necessary, may exclude the offender, either temporarily or permanently.

Abuse by one or more pupils against another pupil should be treated as a child protection concern when there is "reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm". In such cases, and where an incident or allegation raises a safeguarding concern, the Local Authority may be informed.

This policy is formulated in compliance with DFE & ISI Guidance:

Keeping children safe in education
Working together to safeguard children

Further advice can be found in non-statutory guidance on the DfE such as:

Sexting in schools and colleges

The Prevent duty: Departmental advice for schools and childminders

The use of social media for on-line radicalisation

Guidance for safer working practice for those working with children and young people in education settings

Teaching online safety in schools

Where to get help and advice:

There are lots of organisations that provide support and advice if you're worried about bullying:

- Anti-Bullying Alliance
- Bullying UK
- Childline
- The Diana Award
- Internet Matters
- Kidscape
- The UK Safer Internet Centre
- UK Council for Child Internet Safety (UKCCIS)

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