

DRAYTON PARK SCHOOL

Anti-Bullying Policy



Status:	Non-statutory
Approved by:	The Headteacher
Date:	March 2023
Amendments:	October 2024
Review:	October 2026

1. Introduction

'Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally' (Preventing and Tackling Bullying, Advice for School Leaders, Staff and Governing Bodies, 2011, Department for Education). The key difference between bullying and single incidents of negative behaviour towards others, is that bullying is sustained over time. Bullying can have significant negative consequences for the emotional wellbeing of victims.

Bullying can happen for a wide range of reasons. These include negative interpersonal relationships, as well as bullying relating to race, religion and culture, homophobic bullying, bullying related to special educational needs and disabilities, sexist and sexual bullying, and the use of cyber technology to bully. Some groups of people, including those with a protected characteristic (see Equalities Act 2010), those living in poverty and those with learning difficulties are more vulnerable to bullying than others.

Bullying behaviours can include:

- Physical hurt.
- Unwanted touching.
- Negative, abusive and threatening comments.
- Pressure to behave in unwanted ways.
- Humiliation and ridicule.
- Negative written or verbal comments about victims to others.
- Spreading malicious information about victims.
- Excluding or ignoring victims.
- Treating others differently based on any of the protected characteristics

Whilst this policy is largely aimed at preventing and tackling bullying amongst pupils, we recognise that bullying can happen between adults, including parents and staff. Bullying that affects members of our community can also happen within families and groups of friends outside school.

At Drayton Park we are opposed to all forms bullying. We are committed to creating a culture that prevents bullying, for everyone in our community. We pride ourselves on being an inclusive school, fostering a positive sense of identity within individuals, as well as respectful relationships between them. We will address all forms of bullying and seek to resolve them swiftly and effectively.

2. Aims

The aims of our anti-bullying policy are to help us:

- Create an ethos in which attending our school is a positive experience for all members of our community.
- Make it clear that all forms of bullying are unacceptable at our school.
- Enable everyone to feel safe at Drayton Park School.
- Create a culture that prevents bullying at all levels of school life.
- Encourage pupils and adults to report incidents of bullying, including cyber bullying.
- Enable us to deal with bullying as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community.
- Support and protect victims of bullying and ensure they are listened to.
- Help and support children displaying bullying behaviour to change their attitudes and understand why they need to change, with a focus on addressing the causes of their behaviour.
- Liaise with parents / carers and other appropriate members of our community.
- Ensure all members of our community feel responsible for helping to prevent bullying.

3. Statement of Intent

At Drayton Park School we believe that:

- Bullying, including cyber bullying, is unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help is a sign of strength not weakness. We are a 'telling' school and a supportive community, which encourages all members of our community to speak up if they see wrongdoing.
- All members of our community have a right to be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- Our pupils have a right to be involved in decision-making about matters that concern them.
- We tackle bullying best by encouraging an environment where individuality is celebrated and individuals can develop without fear of prejudice.
- All staff should address incidents of bullying, including cyber bullying, effectively and promptly.
- We have a duty to promote emotional and mental health and wellbeing across the whole school and for all members of our community.

4. Preventing Bullying

See our Values Statement, Equalities Policy, Behaviour Policy and Safeguarding Policy. We seek to create a culture of respect, collaboration and support, honesty and openness throughout our school, as well as ensuring high standards of behaviour. We do this by:

- Clear messaging about our school's values and ethos.
- Promoting these values through our positive behaviour system, including the Drayton Park Way and Celebration Assemblies.
- Promoting a culture that encourages children to speak up about problems, by developing trusting relationships with pupils, listening to them and taking them seriously, involving them in decisions about how to act around concerns and taking action promptly.
- Monitoring behaviour closely. Governors oversee this process, through half-termly reports.
- PSHE and P4C lessons that explore morality and positive behaviour.

- Assemblies that promote positive behaviour, including kindness, support for others and that encourage pupils to challenge discrimination and bullying.
- Assemblies that promote understanding and respect for people who are different to us, often through real-life role-models. This includes developing understanding and respect for all the protected characteristics outlined in the Equalities Act 2010. It includes positive messaging around the benefits of diversity and a strong challenge to prejudice and discrimination.
- Events that promote inclusion and diversity, including Inclusion Week and Black History Month.
- Creating Race Equality & LGBTQ+ curriculum progression maps to ensure diversity and language is organised and embedded across year groups and in school learning.
- Inclusion learning that explores tackling gendered language, homophobia, biphobia and transphobia.
- School Council meetings that tackle issues of behaviour and inclusion.
- The use of resources throughout the curriculum and displays throughout school that promote diversity, positive behaviour and respect of others; and challenge prejudice and bullying.

4.1 Preventing Cyberbullying

See our E-Safety, Social Media and Mobile Phone Policies. We seek to create a culture that prevents cyberbullying by:

- Ensuring pupils do not have access to mobile phones or social media during school hours. All internet use by pupils in school is monitored.
- Teaching pupils how to keep themselves safe online through our Computing curriculum.
- Informing parents through letters, our website and workshops about online safety.

5. Reporting and Uncovering Bullying

5.1 What to do if you think a child is being bullied at school

Pupils: We want to help. We think bullying is wrong. We want to make sure that everyone in school is happy and safe. Tell us if you think bullying is happening, especially if it is happening to you. You could tell any adult you trust, including your parents, your teacher, Miss. Kapoor or Carol.

We will listen to you. We will involve you when we decide what to do. We will do everything we can to make the bullying stop and to help bullies learn to change their behaviour.

Parents: Please tell us about any bullying concern you have, either for your child or someone else's. You could tell any member of staff, including Miss Kapoor, Carol, a class teacher.

We will listen. We will take action quickly and to the best of our ability. We will seek to understand why the bullying is taking place. We will protect and look after the victim. We will help bullies to change their attitudes and behaviours. We will involve all the adults we need to.

Staff, including Volunteers and Governors: Please report all concerns about bullying to the Headteacher. The Headteacher will involve all relevant staff and seek to tackle the problem swiftly and effectively.

5.2 What to do if you think a child is being bullied outside school

Pupils, Parents and Staff: Please tell us if you think a child is being bullied outside school, both if it is by another person at school or someone else. You could tell any member of staff, including Miss Kapoor, Carol, or a class teacher.

If the problem exists between pupils in school we will inform parents and agree how the school can help resolve the problem. If the risk of harm is significant or includes people outside the school community, we may consider the problem a safeguarding issue and take appropriate action (see Safeguarding Policy).

5.3 What to do if you think adults are being bullied by other adults (including parents and school staff)

Pupils, Parents and Staff: Tell Miss Kapoor. We will listen to the adults concerned and attempt to resolve the issue. Members of staff should know that the Governors and Leadership of Drayton Park are committed to ensuring that all employees of the school can work in a safe, supportive and professional environment, free from bullying or discrimination in any form. Please see the school's Whistleblowing Policy. If members of staff bully others, appropriate disciplinary action will be taken.

6. Tackling Bullying

When a child is being bullied, the school will:

- Act promptly.
- Investigate the situation, ensuring the victim is listened to and has a chance to say what they want to happen.
- Inform parents and carers, of both victims and bullies, discuss appropriate action with them and continue to involve them in resolving the issue.
- Take necessary steps to keep the victim of bullying safe.
- Work with the bully to understand why the bullying is happening.
- Educate the bully on the significance/history of protected characteristics and inclusion.
- Behaviour plan to challenge and change the bully's attitudes and behaviours, with a focus on the causes of their behaviour. This may include the use of restorative justice techniques and/or sanctions (see Behaviour Policy).
- Provide appropriate support to the victim to heal any damage to their emotional or mental health.
- Follow-up the situation to ensure bullying has ceased and does not restart.
- Make appropriate records of the bullying incident and action taken to resolve it and report these to Governors.
- Inform Islington Children's Social Care if the bullying constitutes a safeguarding concern.

