

**Statutory Policy**

Initial Policy: Jan 2021  
Policy Updated: Oct 2021  
Next Review: Sep 2022  
Key Person: TAH

## **Policy to Combat Bullying**

### **Principles**

As a school who firmly believe in the importance of rights and respect we know that:

- Bullying is a serious matter
- We all have a shared responsibility for the safety and welfare of all our students
- Every student has the right to feel safe and secure

We regard bullying as the willful and conscious desire to cause hurt to another person.

We recognise that bullying may be physical, psychological, social or verbal in its nature and can happen face to face or online.

This policy is based on DfE guidance:

- Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies - July 2017
- Cyberbullying: advice for headteachers and school staff – November 2014
- Keeping Children Safe in Education – 2020
- Working together to safeguard children - 2020

### **At Deer Park we will:**

- Create a positive, caring ethos within the School where people are accepted and recognised as individuals, regardless of age, status, race, gender, class, religion, culture, mental or physical ability or personal character (Article 2 of the UN CONVENTION on the Right of the Child).
- Deal seriously and quickly with every known instance of bullying in a thorough, informed and positive way.
- Provide anti-bullying education and training for students and staff. This will be ongoing and be in the guise of curriculum content, training and pastoral guidance.
- Lead by example. Teachers will model how people should be respectfully spoken to and how to engage with each other, showing an intolerance to bullying.
- Encourage students to develop an intolerance towards bullying and become enlightened about bullying in all of its various forms.
- Educate students on diversity, respect, tolerance and kindness.

### **Practice**

- All cases of bullying reported to staff are taken seriously and an appropriate response is made.
- A variety of strategies will be used to modify the aggressor's attitudes and to provide victims with strategies to avoid further problems.
- Staff follow the steps outlined in process diagram. Serious or repeated incidents of bullying leads to appropriate support and intervention for both victim and aggressor, and review meetings to establish progress being made.
- In most cases, bullying incidents are dealt with by pastoral staff (Tutors/DoPA - Director of Progress and Achievement). Where persistent bullying occurs, senior staff, parents and possibly outside agencies become involved.

- An education programme via Assemblies, tutor time and MSS (Moral and Social Studies) lessons aims to publicise the effects of bullying and persuade students to become intolerant of bullies, respect each other and challenge intolerance and cruelty.
- Students are encouraged to have the confidence to break the 'conspiracy of silence' and consult with staff, parents, friends or make full use of the student leader groups and student voice opportunities. Students are given guidelines for tackling bullying in the student planner and in the induction information given to new students.
- When bullying is reported:
  - Actions are taken to address incidents including identifying the member of staff who is best to carry out these actions.
  - An Eref is completed on PARs so the incident is logged and the tutor is informed.
  - The DoPA ensures records are kept on reported incidents via CPOMs (safeguarding and child protection software system for schools).
  - A log of all incidents is kept on the SiMs/PARs (school's management information) database.
- School staff members have the power to discipline students for misbehaving outside the school premises. A school's disciplinary powers can be used to address students' 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 students' behaviour in those circumstances. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.
- School staff must adhere to the guidance in Keeping Children Safe in Education that refers to Peer on Peer abuse and that the school does not accept the term "banter" when dealing with bullying.

### **Procedures and Information for Staff**

- Matters involving bullying will be dealt with promptly.
- Staff will take those involved to the Tutor/DoPA or a member of the Senior Leadership Team (SLT), as appropriate.
- If appropriate to the incident, the member of staff will deal with it personally and complete Eref (school's reward and sanctions system).
- The notification to DoPA will be followed by a brief report on the students / staff incident form or referral which will outline the incident.
- The DoPA will meet with the person(s) responsible for the bullying and the person(s) being bullied and interview them separately.
- This interview will be completed by asking both students to record the relevant details on the standard student incident form if it has not already been completed.
- The DoPA will encourage the person(s) who did the bullying to understand how the other person(s) felt at the time and to accept responsibility for their behaviour.
- The DoPA will encourage a mutual understanding between the parties involved.
- The DoPA will reassure the 'victim' that he / she will not be threatened by the bully for 'telling'. It is vital that both sides know that if bullying were to recur more serious sanctions would be implemented.
- DoPA /Tutor will monitor any further incidents and keep up-to-date records.
- DoPA will involve the following as appropriate:
  - a) SLT
  - b) Parents
  - c) Outside Agencies – Locality Team / EP- Educational Psychologist / Youth Service/Police
- **The sanctions followed will be according to Deer Park School's Behaviour for Learning – Behaviour Management.**

- **Persistent bullying may lead to exclusion from school either internally or as a fixed term exclusion.**
- 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 police of the action taken against a student. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed and appropriate safeguarding procedures followed.
- While school staff members have the power to discipline students for bullying that occurs outside school, they can only impose the disciplinary sanction and implement that sanction on the school premises or when the student is under the lawful control of school staff, for instance on a school trip.

**Staff will:**

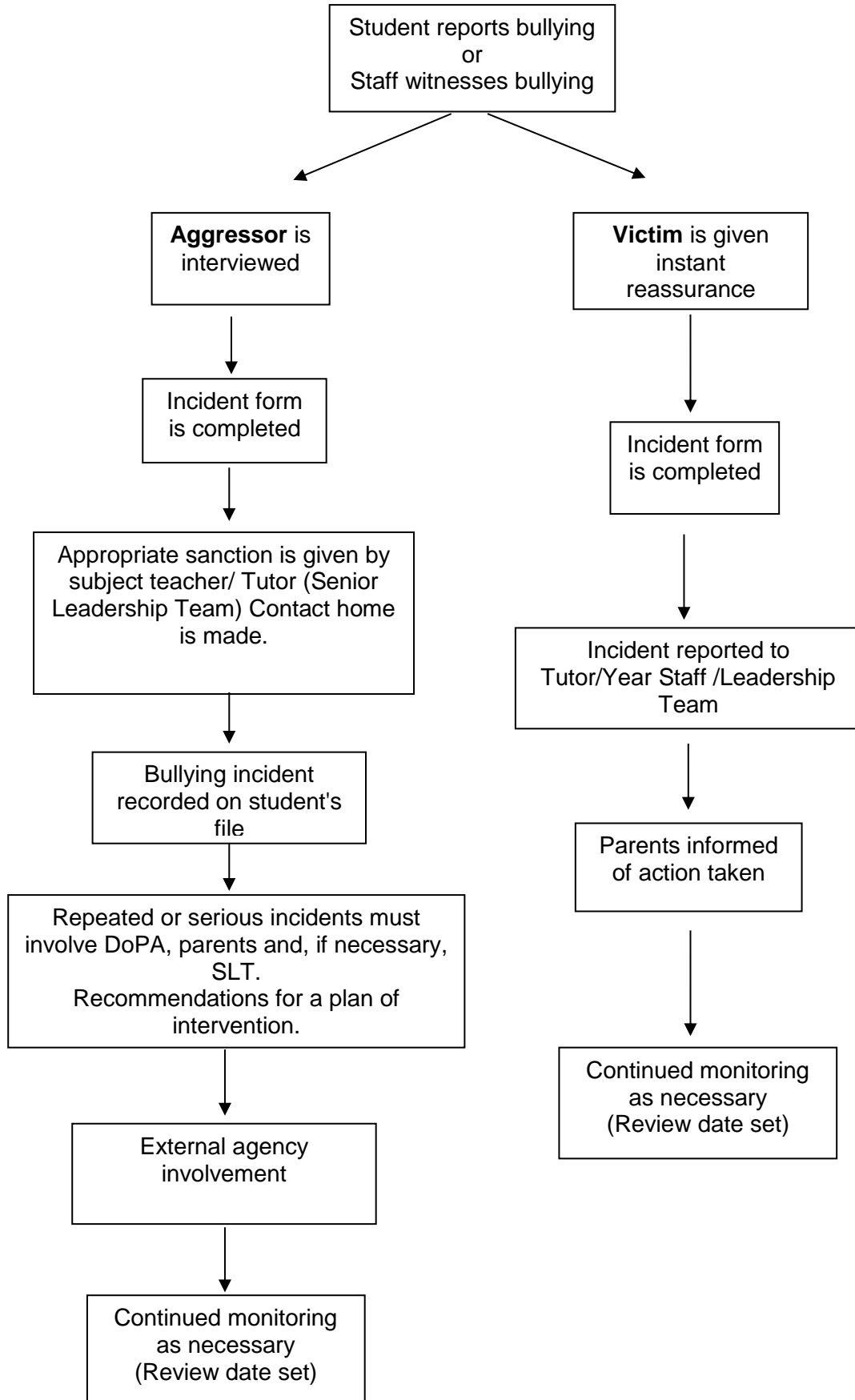
- Give reassurance and appropriate help to the person harmed.
- Treat every incident seriously and deal with it promptly.
- Be firm but fair.
- Indicate that bullying will not be tolerated.
- Deal in an appropriate and non judgemental way with the person who is responsible for the bullying.
- Involve the participants in seeking a solution.
- Ensure that sanctions are appropriate.
- Explain the sanctions and the likely course of action for continued behaviour of the same kind.

**Parents could help by:**

- Supporting their children by allowing time for discussion about any bullying problems.
- Informing the school of any bullying concerns they are unable to deal with themselves.
- Being supportive of any action taken by the school. If clarification is needed, contact will be made via the appropriate channels.
- Being aware that staff will investigate bullying incidents properly, and all students are treated equally.

Linked Policies:           Behaviour for Learning Policies; Exclusions, Behaviour Management  
 Child Protection Policy  
 Citizenship Policy  
 Confidentiality Policy  
 Equality Policy  
 E-safety Policy  
 Health Education Policy  
 Home School Partnership  
 Intervention Policy  
 Preventing Radicalisation and Extremism  
 Moral and Social Studies  
 Safeguarding Policy  
 Sex Education Policy  
 Special Education Needs and Disability (SEND) Policy  
 Protected Disclosures (Whistleblowing) Policy

## Process for dealing with bullying



## Process for dealing with prejudice based bullying.

A student reports or staff witnesses' prejudice behaviours between peers

Always treat allegations seriously, **do not ignore!**  
Reassure the victim, they must be clear that the school will not tolerate such treatment.

The member of staff to interview students/witnesses involved.

The member of staff to complete Eref on PARS

Discuss with a Senior Member of Staff/Director of Progress & Achievement the appropriate short and long term response.

The Senior Member of Staff/DoPA will decide any appropriate sanctions to be issued. These will be in line with the behaviour policy, which may include exclusion.

Incident Logged on PARS/CPOMs/Racist incident log

DoPA to inform parents of those involved in the incident and action taken.

DoPA will continue to monitor as necessary.

Some incidents will involve outside agencies in accordance with safeguarding policy