

Dallam School



Anti-Bullying Policy

Committee:	MAT Board
Date of adoption:	01 December 2022
Date of next review:	Spring Term 2027

Review Sheet

The information in the table below details earlier versions of this document with a brief description of each review and how to distinguish amendments made since the previous version date (if any).

Version Number	Version Description	Date of Review
1	Adopted by Local Advisory Committee	01 December 2022
2	Reviewed and approved by the Local Advisory Committee	28 November 2023
3	Reviewed and approved by the MAT Board	01 April 2025
4	Reviewed and approved by trustees – Performance & Evaluation Committee	24 February 2026

1. What is Bullying?

Bullying is defined as: "Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally".

Specific types of bullying include those relating to:

- race, religion, culture or gender;
- SEN or disabilities;
- appearance or health conditions;
- sexual orientation;
- young carers or looked after children or otherwise related to home circumstances;
- sexist or sexual bullying.

It can take place between students, between students and staff, parents and staff or between staff; by individuals or groups; face-to-face, indirectly or using a range of cyber bullying methods.

Acts of bullying can include:

- name-calling, taunting or mocking
- making offensive comments
- making racist, homophobic or other discriminatory comments, regardless of intention
- kicking, hitting, pushing
- taking belongings
- inappropriate text messaging, emailing or 'posting' on social media sites
- sending offensive or degrading images by phone or via the internet e.g., via Social media
- producing graffiti
- excluding people from groups
- spreading hurtful and/or untruthful rumours

Bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways. It may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

2. What is Cyber Bullying?

Cyber bullying is the use of information and communications technology particularly mobile phones and the internet, deliberately to upset someone else. Cyber bullying that occurs while students are under the school's direct supervision will be dealt with by school.

In cases where cyber bullying occurs while students are outside our direct supervision (i.e., at home), parents will be encouraged to report these incidents to the Police as criminal laws (such as those pertaining to harassment, threatening and menacing communications) may apply.

Parents are also encouraged to report such bullying to the school. If the alleged perpetrator is a member of this school community, the school will act in line with this Behaviour Policy and procedures. The school will, wherever possible, support parents in this and may impose a sanction upon the bully where this individual is recognisable.

3. The Law

The School endeavours to comply with the legal requirements placed on schools and the Local Advisory Committee to determine detailed measures (rules, rewards, sanctions and behaviour management strategies) that "encourage good behaviour and respect for others

4. Reporting and Recording Incidents of Bullying

Students and parents are encouraged to report bullying to any member of staff. Incidents are, in the first instance, referred to the pastoral team to be investigated, appropriate action taken and parents will be informed promptly using usual school procedures. Student voice is important at this school and students are encouraged through various means to report any incidents of bullying behaviour which they encounter personally or become aware of. This is reinforced via assemblies, Anti-Bullying Week, PSHE and during class. The Whole School Behaviour Policy and procedures also reinforce the school's expectation as to how members of the school community should conduct themselves. A log will be maintained of racist incidents and information on incidents of bullying. All reported incidents of bullying will be recorded regardless of the outcome of the investigation. Staff must ensure that incidents of bullying are centrally stored on CPOMs, including the actions that have been taken to support the victim and the perpetrator of the bullying.

5. Ethos and School Culture

The aim of any anti-bullying intervention is to safeguard and support the victim, discipline and modify the behaviour of the bully with a view to prevent, de-escalate and stop further incidents of harmful behaviour.

Ensure that there is a promotion of an open and honest anti-bullying ethos in the school by:

- Investigating all allegations of bullying
- PSHE programmes that discuss issues such as diversity and anti-bullying messages
- Calendared anti-bullying week
- Poster and leaflet campaigns – designed and written by students
- Assemblies - both whole school and class/form that promote a sense of community
- Class discussions and role plays that draw out anti-bullying messages
- Acceptable Internet Use Agreement is signed by all and online safety is discussed in Computing lessons.
- On-going staff induction and training programme
- Adequate staff supervision at lunch and break times
- Clear and consistently applied Policies for Behaviour and Uniform
- Home school agreement

6. Discriminatory Behaviour

At Dallam School we are aware of issues such as everyday sexism, misogyny, misandry, homophobia and gender stereotypes. We take positive action to ensure that all such incidents of this type are met with a suitable response, and never ignored. All racist/offensive language/slurs (irrespective of intent) must be challenged in the strongest terms. Staff have a legal duty to foster good relations between those who share a relevant protected characteristic and those who do not. Therefore, in all cases, (irrespective of intent) incidents of discrimination will be considered serious incidents and dealt with robustly following the School's Behaviour Policy and Anti-Bullying Policy. Where appropriate, the School will notify the police of a hate crime.

7. Strategies

- Disciplinary sanction imposed either suspension or time in the inclusion room
- Engage promptly with parents to ensure their support and involvement
- Restorative justice approaches taken as appropriate
- One-to-one interview with staff or peer mentors
- Counselling offered to both the victim and the perpetrator
- Work with the educational psychologist or other outside agency
- Anger management strategies discussed

8. Supporting the Victim

- Disciplinary sanctions as appropriate applied to the perpetrator(s)
- Counselling offered
- Mediation
- Out of lesson support passes issued
- Short term modification of school timetable
- One-to-one parental interview, parental support and involvement
- Private diaries given
- Self-assertive strategies discussed

9. Preventing Bullying

All students are made aware of the school's commitment to core values of Compassion, Courage, Endeavour, Integrity and Respect. Awareness of the nature of bullying is increased through assemblies, personal development and other relevant areas of the curriculum and through appropriate displays and posters. All students are encouraged to take responsibility for recognising and ending the bullying of others. The Behaviour Policy promotes the positive behaviour that we teach and what we expect as well as highlighting the behaviour that makes people feel unsafe or unable to learn.

The Code of Conduct for ICT (Acceptable Use Policy) encourages students to stay safe, keep passwords private and use school email responsibly – they are also taught about e-safety.

Student voice meets regularly and this group play an active role in reviewing and expressing the views of all students.

10. Dealing with Bullying

Reporting

- Students are encouraged to report all incidents to their form tutor or to the pastoral team. They can also ask a friend to report it, speak to a teacher or member of the support staff. They can also ask their parent/carers to tell someone at school
- On every computer there is an option to report an issue of any nature using the Confide app
- We regularly use TEAMS for homework and learning, students are encouraged to use this to talk to their form tutor, a member of staff – including the pastoral team
- We will routinely provide opportunities for students to disclose information about bullying experienced or witnessed by:
 - questionnaires/surveys conducted by staff or students
 - presentations by students
 - encouragement of open discussions in class about bullying

Procedures in School

- All reports of bullying are dealt with sympathetically by all members of staff and investigated with the pastoral team
- Each incident is logged with all relevant information, including student/staff statements
- A log of all bullying incidents, that we become aware of, is kept in the pastoral office
- A record of all incidents of bullying that has been reported, irrespective of the outcome must be logged on CPOMs

We will provide support to students who are bullied.

- We will reassure them that it was right to report the incident
- We will discuss with them how the matter may be resolved
- We will discuss strategies for staying safe
- We will ask them to report any further incidents
- We will assure them that the bullying will be stopped

- We will ask them to talk to their parents about what has happened

The Pastoral team will normally interview all students involved, including witnesses, individually or together, as appropriate. CCTV may be used to observe behaviours that have been reported and to gather additional evidence. Other supporting staff may be used to help, such as Teaching Assistants or another member of staff that has a particularly good relationship with the student.

A group of students in school have undertaken anti-bullying training through the Diana Award and as part of their work constantly review the way incidents in school are reported and dealt with to ensure that help is accessible, timely, relevant and offers a learning opportunity.

Outcomes

- If it becomes apparent after careful investigation and consideration that a student's reports of bullying are unfounded or based on misconception the pupil will be supported and counselled as appropriate and parents involved
- There will be certain occasions when an extended investigation is unhelpful and a problem solving approach is judged to be more effective
- A buddy or peer mentor may be assigned. Assertiveness training may be offered

Actions/Sanctions

- Appropriate action and sanctions will be determined by the pastoral or senior team
- Outside agencies will be consulted if appropriate
- The sanctions will range from education and counselling to permanent exclusion
- For repeated incidents of bullying, sanctions will be applied with escalation for each incident. The perpetrator must be offered support and intervention alongside the sanction. After all avenues have been explored and support, counselling and sanctions fail to prevent bullying behaviour, the Headteacher may decide that permanent exclusion is the only way to proceed to protect the victim(s) or others in the school community
- Students who have perpetrated bullying on multiple occasions will be offered access to additional support. This could include mentoring, behaviour monitoring, parental meetings counselling or talking therapy
- In serious cases the Headteacher will exclude a pupil for a fixed term initially. On return to school the student will be given support
- In most cases a restorative conversation will be held, provided the victim is comfortable with this approach
- In proven cases, parents of both victims and bullies will be informed of the incident and action taken. Parents will always be welcome in school to discuss incidents of bullying.
- The victim and the pupil who has bullied will be monitored to check that there has been no recurrence of the behaviour
- When support, counselling and sanctions fail to prevent bullying behaviour the Headteacher may decide that permanent exclusion is the only way to proceed to protect the victim(s) or others in the school community
- If the bullying has taken place on the school bus then we will review this in line with our home school transport agreement. Sanctions include: Warning, temporary ban and permanent ban
- If the bullying has taken place out of school parents may be advised to contact the police
- In the case of cyber bullying parents may be advised to contact the website or report the matter through the CEOPS website or given help with monitoring their child's on-line behaviour

Linked Policies

- Exclusions and Suspensions Policy
- Behaviour Policy
- Safeguarding and Child Protection Policy
- SEND Policy