



**James Peacock**  
**Infant & Nursery School**

# Anti-Bullying Policy

|                         |                 |
|-------------------------|-----------------|
| Head Teacher Signature: | <i>H. Cutts</i> |
| Date Adopted:           | November 2023   |
| Review Date:            | November 2024   |

THE EQUALITY ACT 2010 A key provision in The Equality Act 2010 is the Public Sector Equality Duty (PSED), which came into force on 5 April 2011 and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

Maintained schools and Academies are required to comply with the PSED. In addition Part 6 of the Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment. In England and Wales Part 6 of the Act applies to maintained schools and Academies and to other independent schools. In addition to the duties in relation to pupils with disabilities under the Equality Act, schools also have duties under Part 3 of the Children and Families Act 2014 to ensure that pupils with special educational needs engage in the activities of the school together with children who do not have special educational needs. DfE: "Preventing and tackling bullying : Advice for head teachers, staff and governing bodies " July 2017

#### **WHAT YOU CAN EXPECT FROM JAMES PEACOCK:**

Our success is founded on great team work - working together for the benefit of everyone. We are a large, lively and constantly evolving community, where all are welcome. It is a great place to live, work and grow. We are a community raised on high expectations of ourselves, and each other. We work as team to inspire our children and support them to ACHIEVE their best, which is instilled via our PROUD ethos. We challenge them to tackle any problems or opportunities head on.

#### **POLICY DEVELOPMENT:**

This policy was formulated in consultation with the whole school community with input from:

- Members of staff (discussions at staff meetings)
- Governors (discussions at governor meetings)
- Parents/carers (parent meetings, feedback after incidents, surveys)
- Children and young people (pupils contribute to the development of the policy through the school council, circle time/PSHE/SMSC discussions etc.)

#### **THIS POLICY IS AVAILABLE:**

- Online at [www.jamespeacock.org.uk](http://www.jamespeacock.org.uk)
- From the school office

#### **ROLES AND RESPONSIBILITIES:**

The Head Teacher has overall responsibility for the policy, its implementation and liaising with the governing body, parents/carers, LA and outside agencies and appointing an Anti-bullying coordinator who will have general responsibility for handling the implementation of this policy.

The Designated Safeguarding Lead in our school is Mrs Hannah Cutts, Headteacher

Deputy DSLs: Miss Megan Rathbone Assistant Headteacher

Reesha Gajree and Sarah Srichan are both also trained to DSL level.

Safeguarding is the responsibility of all staff, however all staff, parents and pupils need to be aware of who to report to and how to report any safeguarding concerns.

The Anti –bullying Coordinator in our school is: Mrs Jen Fowlie

The co-ordinator’s responsibilities are:-

- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Co-ordinating strategies for preventing bullying behaviour

The nominated Governor with the responsibility for Anti- bullying (Behaviour) is: - Mr Luke Burton

### **PSHE/SMSC:**

We use PSHE (Personal Social, Health Education) lessons and SMSC (Social, Moral, Spiritual and Cultural); anti-bullying themes and assemblies to explore/challenge the issue of bullying on a very regular basis. Our PHSE curriculum promotes positive forming and maintaining positive relationships as well as managing and regulating our feelings and behaviour.

We clearly state via our PROUD values, that at James Peacock we will respect each other and tell people when our feelings are hurt. This element is included to show how we must respect each other, and that no child should be scared to tell someone if they are being bullied, which will be tackled through our PSHE Citizenship elements of the curriculum. Assemblies & specific PSHE lessons deal with issues such as being a ‘bystander’. Our PROUD peacock values are displayed in / around all areas of the school and are regularly referred to.

Staff are familiar with Playground Peacemakers and use circle time and playground games to reinforce positive and kind behaviour to others as well as stem sentences to express when another person’s behaviour is upsetting to them.

### **DEFINITION OF BULLYING:**

**The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.**

[www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/what-bullying/aba-definition-bullying](http://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/what-bullying/aba-definition-bullying)

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

An incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions/definitions of bullying.

This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying. If the victim might be in danger then intervention is urgently required.

### **WHAT DOES BULLYING LOOK LIKE?**

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals such as false friendships, criminal exploitation, sexual exploitation and radicalization.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the ‘bystanders’ or ‘accessories.’

Bullying can take place between:

- young people
- young people and staff
- between staff
- individuals or groups

## **WHY ARE CHILDREN AND YOUNG PEOPLE BULLIED?**

Specific types of bullying include:

- Prejudice related bullying of children with special educational needs or disabilities, homophobic and transphobic bullying or related to race, religion or culture
- Bullying related to appearance or health
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying.

***There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.***

## **BEHAVIOUR OFTEN ASSOCIATED WITH BULLYING:**

### **Baiting**

Baiting can be used in bullying both on and offline. It can be used to bully someone to get 'a rise' out of them and it can be used to antagonise those who might be bullying others to get them to bully. Sometimes baiting is used secretly to try and get a person to explode in a rage or react negatively/loudly so that they get into trouble.

### **Banter**

The dictionary describes banter as: 'the playful and friendly exchange of teasing remarks'.

Bullying is often justified as being just banter. It may start as banter, but some types of banter are bullying and need to be addressed as bullying.

### **Types of Banter**

Friendly Banter- There's no intention to hurt and everyone knows its limits

Ignorant Banter- crosses the line with no intention to hurt, will often say sorry.

Malicious Banter- Done to humiliate a person-often in public

## **Child on Child Abuse**

This can include but is not limited to:-

- Bullying including cyberbullying
- Sexual violence and sexual harassment
- Physical abuse
- Sexting
- Initiation/hazing, violence and rituals

(See Peer on Peer Abuse Policy for full details)

## **Sexist and sexual bullying**

Sexual Harassment –unwanted contact of a sexual nature which can occur on and offline This behaviour is considered to violate a child’s dignity and/or make them feel intimidated, degraded or humiliated and /or create a hostile, offensive or sexualised environment.

Again this needs to be considered by cross referencing with the Child on Child Abuse Policy but the initial response from staff will be the same as any reported bullying incident and dealt in a contextual way.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying and peer on peer abuse. If the target or alleged perpetrator might be in danger then intervention is urgently required including a safeguarding referral.

## **Prejudice Related Bullying**

Under the Equalities Act 2010 it is against the law to discriminate against anyone because of:

- age
- being or becoming a trans person
- being married or in a civil partnership
- being pregnant or having a child
- disability
- race including colour, nationality, ethnic or national origin, including Gypsy, Roma, Traveller heritage
- religion, belief or lack of religion/belief
- sex /gender
- sexual orientation

These are called ‘protected characteristics’.

As part of the requirement on schools to promote fundamental British values, schools must proactively challenge derogatory and discriminatory language and behaviour including that which is racist, homophobic, biphobic, transphobic and disabilist in nature. We will record these types of bullying, even that which represents a one-off incident.

#### **OTHER VULNERABLE GROUPS INCLUDE:**

- bullying related to appearance or health
- bullying of young carers or looked after children or otherwise related to home circumstances

Although the above do not currently receive protection under the Equality Act 2010, bullying for these reasons is just as serious. There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

#### **PREDUDICE RELATED LANGUAGE:**

Racist, homophobic, biphobic, transphobic and disabilist language includes terms of abuse used towards people because of their race/ethnicity/nationality; because they are lesbian, gay, bisexual, or trans, or are perceived to be, or have a parent/carer, sibling, or friend who is; because they have a learning or physical disability. Such language is generally used to refer to something or someone as inferior. This may also be used to taunt young people who are perceived to be different in some way or their friends, family members or their parents/carers are perceived to be different.

In the case of homophobic, biphobic and transphobic language particularly, dismissing it as banter is not helpful as even if these terms are not referring to a person's sexual orientation or gender identity they are using the terms to mean inferior, bad, broken or wrong. We will challenge the use of prejudice related language in our school even if it appears to be being used without any intent. Persistent use of prejudice related language and/or bullying will be dealt with as with any other form of bullying.

#### **WHERE DOES BULLYING TAKE PLACE?**

Bullying is not confined to the school premises. Advice for school leaders to help with this problem and its effect on children acknowledges that it may also persist outside school, in the local community, on the journey to and from school: *'Teachers' powers to discipline include the power to discipline pupils even when they are not at school or in the charge of a member of staff.* In addition: *The school's behaviour policy should set out what the school will do in response to all non-criminal bad behaviour and bullying which occurs anywhere off the school premises and which is witnessed by a staff member or reported to the school, including the punishments that will be imposed on pupils.'*

**'Behaviour and discipline in schools; A guide for headteachers and school staff' DfE, 2016.**

## **DEALING WITH A BULLYING INCIDENT**

Our school has clear and well publicised systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders)

Our procedures are organised into three stages, and the related sanctions run parallel to our Behaviour Policy -

### **Stage One**

When an incident of bullying is reported to -

- A class teacher...

The teacher will speak separately to all children involved, to establish the facts surrounding the incident. They will also speak to any adults who may have witnessed the incident or its circumstances.

- A member of the support staff (including office, teaching assistants ,mid-day supervisors )  
In the first instance they will inform the relevant class teacher/s, who will then gather evidence eg witness statements as outlined above. If there is clear evidence of an incident occurring, even if accounts are different, the headteacher (or in their absence the AHT) will be informed immediately. Lead teacher will then record the incident on Notts prejudice related bullying report form [see appendix] which may be submitted to NCC in line with school policy. Headteacher [or AHT in their absence] will take a lead role in the investigation & will assess whether parents are to be informed at this point in line with NCC/DfE guidance. All documentation is recorded in our school Behaviour Log on Safeguard.

This will include :

- Meet children involved [perpetrator/target/witnesses] separately.
- Speak to all adults involved.
- Speak to the parents of children involved.

### **Stage Two**

Should further incidents or repeated of bullying related behaviour occur, the headteacher will lead a school response to tackling issues with both perpetrator/s and target/s.

- Incidents will be recorded on Notts prejudice related bullying report form [see appendix] and Notts guidance document will be used to determine how the issues should be tackled.
- Agree with all parties on a practical, supportive way forward to achieve positive behaviour and explore why this incident occurred.

Furthermore, the Head teacher/AHT will review, with class teachers, the children's behaviour and may take any of the following steps,

- If PSHE (personal \social\health education)/SMSC type activities are required these will be incorporated into the children's learning as appropriate. We have a variety of materials and strategies that could be used, and have support groups in place that can be accessed as appropriate.
- If children are in the same class the management and organisation of the classroom will be reviewed to enable some 'space' to be put between children involved in a bullying incident.
- Take a more formalised approach including advice from outside agencies / SENCO



### **Stage Three**

If bullying incidents are of the most serious nature , involving physical, verbal or emotional elements, the head teacher will use procedures as outlined in NCYPS ' Children's Behaviour in Schools' Guidelines [Section 7 ] and Notts Guidance for Schools: Bullying and Prejudice-Related Incidents 2015. This may include contacting the police.

*“Take firm swift action in cases of violence and aggression – if immediate response required, arrange attendance by the police. Call your School's Police Liaison Officer or in an emergency dial 999”*

Stage Three will involve all parents, as well as teachers/support colleagues as appropriate, and will be the responsibility of the Head teacher and may lead to some form of exclusion or statutory action.

### **REPORTING/RECORDING BULLYING INCIDENTS:**

All children, parents, bystanders and other stakeholders are encouraged to report incidents to school staff. This is very often class teachers or the head teacher, but all staff know their role in communicating about bullying In line with this policy and our Safeguarding Policy, DfE document Keeping Children Safe in Education SEPT 2023.

These are recorded in detail in our 'Behaviour Log' (Safeguard behavioural incidents). The school uses Nottinghamshire's Guidance for Schools: Bullying and Prejudice-Related Incidents [Feb 15] and associated report form [see appendix].

### **RECORDING AND EVALUATING THE POLICY:**

Our Anti-Bullying policy is reviewed annually by staff, SLT & Governors.

As part of the SMSC/PSHE framework aspects of staff development in anti-bullying are led & managed by the Headteacher, PSHE subject leader and SENDCo.

As part of our self- evaluation of anti-bullying procedures SLT/DSLs:

1. Review termly our Behaviour Log for trends, which are addressed through cpd and training
2. Seek views, via the School Council and/or pupil interviews, of pupil voice on how safe pupils feel. This may be collected via the PHSE Lead and Pupil Council Lead.

### **LINKS WITH OTHER POLICIES AND WHY:**

| <b>Policy</b>               | <b>Why</b>   |
|-----------------------------|--|
| Child on Child Abuse Policy | Linking bullying especially sexualised behaviour, exploitation (sexual, criminal and radicalisation) |

|                                    |  |
|------------------------------------|--|
| Behaviour Policy                   | Rewards and sanctions, Codes of conduct  |
| Safeguarding Policy                | Child protection and Contextualised Safeguarding   |
| E-safety and Acceptable use policy | Cyber bullying and online safety   |
| Equalities policy                  | Prejudice related incidents/crime(homophobia, race, religion and culture and SEN/disability) Protected Characteristics |
| Confidentiality Policy             | Reporting and recording  |
| PSHE/Citizenship                   | Strategies to prevent bullying as part of a structured PSHE programme  |
| Complaints Policy                  | Guidelines to make a complaint if families are not happy with the school's response                                    |

### **SOME USEFUL ORGANISATIONS FOR SCHOOLS:**

The following organisations provide support for schools and parents/carers dealing with specific bullying issues including the social, mental or emotional effects caused by bullying.

**The Anti-Bullying Alliance (ABA):** Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.

**The Diana Award:** Anti-Bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training and supporting school anti-bullying ambassadors.

**Kidscape:** Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

**The BIG Award:** The Bullying Intervention Group (BIG) offer a national scheme and award for schools to tackle bullying effectively.

**Restorative Justice Council:** Includes best practice guidance for practitioners

### **Cyber-bullying and online safety**

**ChildNet International:** Specialist resources for young people to raise awareness of online safety and how to protect themselves. Website specifically includes new cyberbullying guidance and a practical PSHE toolkit for schools.

**Digizen:** provides online safety information for educators, parents, carers and young people.

**Internet Matters:** provides help to keep children safe in the digital world.

**Think U Know:** resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers.

The UK Council for Child Internet Safety (UKCCIS) has produced a range of resources for schools, colleges and parents about how to keep children safe online. This includes advice for schools and colleges on responding to incidents of 'sexting.'

## **LGBTQ+**

**Barnardo's:** through its LGBTQ Hub, offers guidance to young people, parents and

Teachers on how to support LGBT students and tackle LGBT prejudice-based bullying

**EACH:** (Educational Action Challenging Homophobia): provides a national free phone action line for targets of homophobic or transphobic bullying and training to schools on sexual orientation, gender identity matters and cyber homophobia.

**Metro Charity:** an equality and diversity charity, providing health, community and youth services across London, the South East, national and international projects. Metro works with anyone experiencing issues related to gender, sexuality, diversity or identity

**Proud Trust:** helps young people empower themselves to make a positive change for themselves and their communities through youth groups, peer support, delivering of training events, campaigns, undertaking research and creating resources

**Schools Out:** Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education.

**Stonewall:** An LGBT equality organisation with considerable expertise in LGB bullying in schools, a dedicated youth site, resources for schools, and specialist training for teachers.

## **SEND**

**Mencap:** Represents people with learning disabilities, with specific advice and information for people who work with children and young people.

**Changing Faces:** Provide online resources and training to schools on bullying because of physical difference.

### **Cyberbullying and children and young people with SEN and disabilities:**

Advice provided by the **Anti-Bullying Alliance** on developing effective anti-bullying practice.

Anti-bullying Alliance SEND programme of resources: Advice provided by the Anti-bullying Alliance for school staff and parents on issues related to SEND and bullying.

**Information, Advice and Support Service Network:** Every Local area has an information, advice and support service, providing information, advice and support to disabled children and young people, and those with SEN, and their parents.

## **Mental health**

**MindEd:** Provides a free online training tool for adults that is also available to schools. It can be used to help school staff learn more about children and young people's mental health problems. It provides simple, clear guidance on mental health and includes information on identifying, understanding and supporting children who are bullied.

**PSHE Association** – guidance and lesson plans on improving the teaching of mental health issues

## **Race, religion and nationality**

**Anne Frank Trust:** Runs a schools' project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity.

**Educate Against Hate:** provides teachers, parents and school leaders practical advice and information on protecting children from extremism and radicalisation.

**Show Racism the Red Card:** Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism and homophobia

**Kick It Out:** Uses the appeal of football to educate young people about racism and provide education packs for schools.

**Tell MAMA:** Measuring Anti-Muslim Attacks (MAMA) allows people from across England to report any form of Anti-Muslim abuse, MAMA can also refer victims for support through partner agencies.

**Anti-Muslim Hatred Working Group:** Independent members of this group are representatives from the Muslim community and will assist and advise on all relevant issues.

## **USEFUL DOCUMENTS**

- **Preventing and Tackling Bullying**-Advice for head teachers, staff and governing bodies July 2017 [www.gov.uk/government/publications](http://www.gov.uk/government/publications) ref DFE-00160-
- Keeping children safe in education - GOV.UK- [www.gov.uk/government/publications/keeping-children-safe-in-education](http://www.gov.uk/government/publications/keeping-children-safe-in-education)
- Working Together to safeguard children 2019 -
- Education Inspection framework 2019- <https://www.gov.uk/government/publications/education-inspection-framework>
- School inspection handbook (EIF) - GOV.UK
- <https://www.gov.uk/government/publications/school-inspection-handbook-eif>
- Equalities Act Guidance - <https://www.gov.uk/guidance/equality-act-2010-guidance>

**APPENDIX**



**BULLYING/ PREJUDICE – BASED INCIDENT REPORT FORM**

Retain a copy of this form and send the original to [ecas@nottsc.gov.uk](mailto:ecas@nottsc.gov.uk) within 14 days of incident. This was also be uploaded to our Safeguard system within school.

|   |              |
|---|--------------|
| <b>SCHOOL DETAILS: James Peacock Infant and Nursery School</b>            |              |
| TYPE OF REPORT: BULLYING/PREJUDICE-BASED INCIDENT (delete as appropriate) |              |
| DATE OF INCIDENT:   | REPORTED BY: |
|   |              |

|                               |  |
|-------------------------------|--|
| <b>PERPETRATOR/S DETAILS</b>  |  |
| NAME :                        |  |
| YEAR GROUP:                   |  |
| GENDER:                       |  |
| ETHNIC ORIGIN:                |  |
| RELIGION:                     |  |
| HOME LANGUAGE:                |  |
| HOME DISTRICT ( POST CODE )   |  |
| REPEAT PERPETRATOR?<br>YES/NO |  |

|   |                |                     |                    |                        |
|---|----------------|---------------------|--------------------|------------------------|
| <b><u>Type of Bullying/Incident</u></b> | Race/Ethnicity | Religion/Belief     | Disability/SEND    | Other (please specify) |
|   | Gender         | Gender Reassignment | Sexual Orientation |                        |

**Have the parents/carers of both parties been informed? YES/NO**

|   |   |
|---|---|
| <b><u>TARGET/S* DETAILS</u></b><br><b>*Some incidents may not have a target</b> | Is the target vulnerable or especially distressed? Is the target safe (Consider arrangements travelling to/From school)? Has the target experienced this prejudice- based incident/bullying before? |
| NAME:   |   |
| YEAR GROUP  |   |
| GENDER :  |   |
| ETHNIC ORIGIN :   |   |
| RELIGION :  |   |
| HOME LANAGUAGE:   |   |
| HOME DISTRICT (POST CODE):  |   |
| REPEAT TARGET? YES/NO   |   |

**Where did the incident/bullying take place?**

|                   |                         |                        |           |                        |
|-------------------|-------------------------|------------------------|-----------|------------------------|
| Bus               | Outside school premises | Toilets/changing rooms | Classroom | Other (please specify) |
| To or from school | School grounds          | Dining Hall            | Corridor  |                        |

**PLEASE GIVE A DESCRIPTION OF THE BULLYING/INCIDENT REPORTED**

**WHAT ACTION HAS BEEN TAKEN TO SUPPORT THE TARGET?**

**Has the incident been reported to the police? YES/NO**

**TO SANCTION/EDUCATE THE PERPETRATOR?**