



The Dales School

Anti-Bullying Policy

The Dales School is committed to providing a safe and caring environment to the whole school community. Bullying behaviour is unacceptable at The Dales School and will not be

tolerated. If bullying does happen, it will be dealt with promptly in accordance with this policy.

Rationale

The anti-bullying policy of The Dales school is based on the belief that each person is uniquely important.

Our policy aims to develop healthy and positive relationships, kindness and respect.

The aims of this policy are to:

- Prevent de-escalation and/or stop any contribution of harmful behaviour.
- React to bullying incidents in a reasonable, proportionate and consistent way.
- To safeguard the child who has experiences bullying and offer them support
- Apply appropriate natural consequences to those who cause the bullying and to ensure that they are offered support to prevent any further incident taking place.
- To work together as a school community to enhance positive relationships, child/child, adult/child and parent/child.

Definition of Bullying

Bullying is a conscious repeated action which can be verbal and / or physical, which is unacceptable to another person or group of people.

It is the deliberate act to hurt, threaten or frighten someone else.

The above definition above can be seen to characterize some adult/adult , adult/child and child/child relationship.

Bullying can be:

Physical

This can include punching, kicking, hitting, spitting and any form of violence.

Verbal

Verbal abuse can take the form of name calling. It may be directed towards physical appearance, sarcasm, spreading rumors, teasing and making fun of someone.

Exclusion

A person can be bullied simply by being excluded from discussion/activities with those they believe to be their friends.

Cyber/online

Cyberbullying is when one person or a group of people try to threaten or embarrass someone else using a mobile phone or the internet. This can include sending offensive texts, emails or abusing victims via their mobile phones.

Homophobic

Bullying with a focus on the issue of sexuality.

Racist

Racial taunts, graffiti, gestures, making fun of culture and religion.

Sexual

Unwanted physical contact or sexually abusive or sexist comments.

Any unfavourable or negative comments, gestures or actions made to someone related to their disability or SEND.

Bullying is not teasing and banter between friends without intention to cause hurt. It is an important part of a child's development to learn how to deal with friendship breakdown. We must support children if friendships break down and support the children in learning the skills necessary to repair peer relationships.

Prevention of Bullying

- At The Dales our curriculum includes an emphasis on life skills. These include relationships and social skills, behaviours for learning and communication. Throughout each day all children will have the opportunity to learn and practice new skills in these areas.
- Our PSHCE curriculum which embeds life skills teaches our children how to have healthy relationships, resolving conflict, how to show respect to others and the importance of kindness. It also ensures that children are engaging with a range of multicultural resources, exploring differences in each other, and teaches how to ask for help.
- We use the Zones of Regulation to support emotional development at The Dales. This supports children in communicating their feelings appropriately.
- A high level staff to child ratio ensures that children are always around staff.
- New children to school will be supported in their new environment and in making new friends. The family partnership team and the class team will be available to offer support as needed.
- At The Dales we work closely with outside agencies to support the development of relationships and social skills. These include the community police, Show Racism

the Red Card charity and BeSafe.

- Thoughtful use of resources around diversity.
- Regular pupil voice, including the school council, for opportunities to explore feeling safe in school.

Responding to Bullying Incidents

At The Dales we will respond to all incidents and allegations calmly and consistently. All those involved will have the opportunity to be heard.

- Report all bullying allegations and incidents to staff.
- Staff will make sure the victim(s) is and feels safe.
- Appropriate advice will be given to help the victim(s)
- Staff will listen and speak to all children involved about the incident separately.
- The problem will be identified and possible solutions suggested.
- Staff will attempt to adopt a problem solving approach.
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
- Staff will reinforce to the person who is bullying that their behaviour is unacceptable.
- The bully may be asked to genuinely apologize and appropriate natural consequences applied will be used
- An attempt will be made, and support given, to help those that are bullying understand and change their behaviour.
- In cases of serious bullying, the incidents will be recorded by staff on CPOMS and shared with the Designated Safeguarding Lead. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Bullying incidents will be discussed regularly at staff meetings.
- Routine reporting to the LA of any incident that meets the current reporting thresholds.

Recording

Incidents of bullying should be recorded on CPOMS. Ongoing low-level behaviour which needs to be addressed should also be recorded on CPOMS. Parents should be informed and involved in supporting positive behaviour, modification and strategies to bring about positive change.

Responsibilities

The Governing Body is responsible for:

- Creating the right ethos for the school that ensures it is an inclusive environment.

- Ensuring regular review of the anti-bullying policy and practice including analysis of data via CPOMS.
- Ensuring the school is promoting equality for its whole community.

The Headteacher / Senior Leadership Team will ensure that:

- Bullying behaviour is addressed in the school's behaviour and relationship policy
- Bullying is addressed as an issue in the curriculum
- All staff receive training that addresses bullying behaviour
- The governing body is regularly provided with information regarding issues concerning behaviour management including bullying
- A senior staff member is appointed to be responsible for the monitoring of the policy and anti-bullying strategies.

All school staff will:

- Constantly monitor students for bullying-related behaviour and follow the correct procedure where evidence points towards bullying taking place.
- Model high standards of behaviour and have high expectations for all students.
- Provide children with a framework of behaviour including class rules which supports the whole school policy.

Parents/Carers should:

- Keep informed about and fully involved in any aspect of their child's behaviour.
- Work in partnership with the school; contacting them immediately if they know or suspect that their child is being bullied. •
- Contact the school if they know or suspect that their child is bullying another pupil
- Share with the school any suspicions they have that bullying is taking place even when it does not directly involve their child.

Pupil Voice:

- Children are supported in being kind and respectful to others.
- Children are encouraged to share any concerns of bullying with their class team. The student council feedback any overall concerns.
- We encourage children to be aware that being a bystander is not acceptable and should always tell an adult if they see or hear anything concerning.
- We want our pupils to feel that they are supported in reporting incidents of bullying and reassured that action regarding bullying will take place. Children are supported by members of staff if they disclose a bullying incident and their views are listened to and valued.

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated through:

- Surveys completed by staff, parents and pupils
- Bullying incidents on CPOMS used to gauge the effectiveness of the policy.
- The Headteacher reports to the governing body and the county council on any

incidents of bullying and if necessary, makes recommendations for further improvements.

- The governing body reviews this policy annually or more frequently if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.

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Chair of Governors: Ann Jolly

Date: November 2022

Date established by Governors	December 2022
Date to be Implemented	Immediately
Date to Reviewed	Autumn 2023