



# Devon Moors Federation

## ANTI-BULLYING AND ANTI-CYBER BULLYING POLICY

Signed by Chair of Governors *Jay Walker*

Agreed at the Policy Review Meeting on 3<sup>rd</sup> May 2017

This policy will be reviewed biennially

## **DEVON MOORS FEDERATION**

### **Anti – Bullying and Anti-Cyber Policy**

#### **Aims**

The aim of this policy is to set guidelines for dealing with Bullying and Cyber Bullying in accordance with the Devon Approach to Dealing with Bullying.

The Devon Moors Federation acknowledges the fact that bullies and victims may be found in any school community however large or small. We see bullying as any act taken against an individual when it is intended to harm. Bullying can be threats, unwelcome teasing, non verbal, violence and interference with belongings. It can also take the form of a sexually or racially motivated attack.

There are many definitions of bullying but most have three things in common:

- ⌘ it is deliberately hurtful behaviour.
- ⌘ it is repeated, often over a period of time.
- ⌘ it is difficult for those being bullied to defend themselves.

Bullying can take many forms but the three main types are:

- ⌘ physical – hitting, kicking, taking belongings.
- ⌘ verbal – name calling, insulting, racist remarks.
- ⌘ indirect – spreading nasty stories about someone, excluding someone from social groups.”

DfEE/Sheffield University Anti Bullying Project

#### **Action to be taken to counteract bullying**

- ⌘ Staff are always available in school to deal with situations as they occur. Both playtime and the lunch break are managed to ensure that the facilities available for play and relaxation are varied. We feel that the quality of supervision the children receive is very important and therefore ensure the children have access to adults who will listen to them. This may be teaching staff, the teaching assistants, our meal time assistants or a volunteer adult.
- ⌘ The staff and meal time assistants operate our Better Playtime scheme which provides a variety of playtime activities from which children can choose freely. These are monitored to ensure that one group of children do not have exclusive use of any facility to the disadvantage of others.
- ⌘ All schools use regular or weekly circle time in Personal and Social Education. There is also a specific input on bullying within the PSHE programme where necessary.
- ⌘ Our children are encouraged to say no and walk away from arguments or to discuss the problem as amicably as possible. Older children are expected to set an example by doing this and listening to younger children.
- ⌘ The children discuss and devise their own codes of behaviour for the classroom and also for playtime and lunchtime. These are also discussed with staff and reviewed regularly. When bullying occurs the children are reminded of these codes and the situation is discussed.
- ⌘ When a problem arises each side is given a fair hearing by all members of staff.
- ⌘ Adult intervention in any bullying situation will always take place.
- ⌘ Parents and children understand that any incident of bullying will be dealt with promptly and parents are informed of any problems. We can then discuss the way to solve a bullying

situation and enlist the help and support of the parents. We see the parents as partners in the prevention of bullying.

‡ A record of any incident of severe bullying will be kept and will include accounts by the children concerned so patterns of behaviour can be detected. This will be kept in the office.

‡ Children with low self esteem and confidence will be dealt with by staff in a sympathetic and understanding manner. Their parents will be consulted so that together we can work to increase their self esteem.

‡ Rewards for good behaviour will be given in our weekly celebration assembly. The children will also be praised for good behaviour, for looking after others on the playground and for being considerate towards others.

‡ Any serious breaches of behaviour including very serious bullying will follow County Guidelines for exclusion from school. (See Policy on Exclusion)

### **Dealing with the Bully**

It is often said that bullies may be victims themselves, either of teacher harassment, or of bullying from other pupils or parents. They behave as they do to attract attention and respect, even if this is only achieved through intimidation. It may be that they need help too. However despite this emotional vulnerability bullying behaviour is never justified. The Devon Moors Federation's policy is:

‡ Our action will stress that the pupil is acceptable but bullying is unacceptable behaviour. Clear positive feedback on the distress caused by this behaviour will be given to the bully.

‡ Help will be given to the child to deal with private feelings, worries or fears. In the case of severe bullying counselling can be provided through the School Nurse.

‡ Appropriate consideration will be given to the most appropriate place for that child to spend playtime and lunchtime.

‡ Bullying in class by facial expression or remarks will be dealt with promptly by the class teacher.

‡ Peer pressure will be sought to make clear that certain types of behaviour are not acceptable.

### **Dealing with the victim**

There are many reasons why an individual may want to keep their suffering a secret:

‡ Fear of what the bully may do.

‡ Worrying that adults and members of staff will not take their problem seriously.

‡ Feeling resigned to their victimisation.

‡ Thinking that somehow they are at fault.

‡ Feeling ashamed, helpless and alone.

However every pupil has the right to feel secure in their own place of education. Bullying interferes with and threatens an individual's schooling experience.

The Federation encourages the children to consider steps they could take if they were the victim of bullying. These are:

- ⌘ Share your experiences with a friend – they are there to support you.
- ⌘ Talk to a teacher or another adult – they should be sympathetic and understanding.
- ⌘ Keep talking to adults who are aware of your situation and try to work towards taking action.
- ⌘ Approach the Playtime Buddies and the School Council representative.
- ⌘ Don't become a bully yourself as a way of venting your anger – use your frustration constructively and to the benefit of other victims.

At the Devon Moors Federation Schools:

- ⌘ The victim will have access to an adult to confide in e.g. a classroom assistant or a teacher.
- ⌘ The victim will be given help from a sympathetic adult in dealing with worries, fears or peer rejection. In the case of severe bullying counselling can be provided through the School Nurse.
- ⌘ We will consider aspects of the victim's behaviour which may be encouraging bullying.
- ⌘ If necessary the victim will have access to appropriate places to spend playtime and lunchtime.
- ⌘ The children will have the opportunity to discuss procedures for handling incidents of bullying e.g. in circle time or through the School Council.
- ⌘ The victim will be encouraged to develop positive attitudes of themselves and their work.

The child's parents will be informed of the work we are doing at school and work in partnership with the school and adults involved.

## **What is Cyberbullying?**

### **Cyberbullying – definition**

Mr Bill Belsey, the creator of the web site: <http://www.cyberbullying.org/> defined this unpleasant and particularly intrusive phenomenon in the following terms:

“Cyberbullying involves the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others.”

Cyberbullying can involve Social Networking Sites, emails and mobile phones used for SMS messages and as cameras. In addition;

- It can be used to carry out all the different types of bullying; an extension of face-to-face bullying
- It can also go further in that it can invade home/personal space and can involve a greater number of people

- It can take place across age groups and school staff and other adults can be targeted
- It can draw bystanders into being accessories
- It includes: threats and intimidation; harassment or 'cyberstalking'; vilification/defamation; exclusion or peer rejection;
- Impersonation; unauthorised publication of private information or images; and manipulation
- It can be an illegal act

Most cases of cyberbullying will be dealt with through the federation's existing Anti-bullying Policy (above) and this must remain the framework within which incidents of bullying are investigated. However, some features of cyberbullying differ from other forms of bullying and may prompt a particular response. The key differences are:

- impact: the scale and scope of cyberbullying can be greater than other forms of bullying
- targets and perpetrators: the people involved may have a different profile to traditional bullies and their targets
- location: the 24/7 and anywhere nature of cyberbullying
- anonymity: the person being bullied will not always know who is bullying them
- intent: some pupils may not be aware that what they are doing is bullying
- evidence: unlike other forms of bullying, the target of the bullying may have evidence of its occurrence
- it is possible that a member of staff may be a victim and these responses apply to them too.

This policy needs to be read in conjunction with the Behaviour Policy.

### Actions on Bullying:

