



# Anti-bullying Policy

## A3

**Dolphin School Trust**  
**inc. Noah's Ark Nurseries**

Reviewed by:	Sam Gosden
Last reviewed:	September 2022
Next review:	September 2024

## **1. Introduction**

- 1.1** It is a Government requirement that all schools have an anti-bullying policy. In order for the school to provide a safe environment, the security of all pupils must be ensured. The school's Behaviour and Discipline Policy (and Behaviour Management Policy – Noah's Ark) outline the parameters of expected behaviour and forms the foundations of the Anti-Bullying Policy – these policies should be read thoroughly in conjunction with this policy.
- 1.2** Bullying is defined here as all behaviour (and especially a sustained pattern of behaviour) that is intended to threaten, frighten or cause pain to someone, causing him/her anxiety and distress. Bullying can be direct (either physical or verbal) or indirect (for example, being repeatedly ignored or not spoken to and through cyber-technology).
- 1.3** Bullying can be physical or emotional and is often motivated by prejudice against a particular group, for example, on grounds of race, religion, culture, sex, gender, homophobia, special educational needs and disability or because a child is adopted or is a carer.
- 1.4** Pupils will often have access to technologies that have both positive and negative potential. The school takes its responsibility very seriously when considering the online safety of children both within the school setting and beyond. See the school's Safeguarding & Child Protection policy and IT policy (including acceptable use agreement) for further details of how this is carried out.
- 1.5** Bullying on the basis of protected characteristics is taken particularly seriously. Dolphin School is proactive in responding to bullying on the basis of protected characteristics. The use of racist language, for example, by pupils towards each other is not to be tolerated or dismissed as 'banter' but is tackled assertively (as bullying where appropriate) with a view to preventing it from happening again.

## **2. Aims and objectives**

- 2.1** Bullying is wrong and damages individual children either physically or emotionally (which may cause psychological damage). We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable by all. It is one of the fundamental values of Dolphin School and Noah's Ark Nurseries that all children are unique, that their uniqueness is highly prized and we promote respect for diverse cultures through Relationship Time, Assemblies and the example of our staff team and corridor culture.
- 2.2** This policy aims to produce a consistent school response to any bullying incidents that may occur and to reassure pupils and parents that the school will respond quickly and effectively.

- 2.3** We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

### **3. Early Years**

- 3.1** Bullying behaviour can be displayed by children as young as 3 years old
- 3.2** Bullying behaviour in early years has four key aspects:-
- It's hurtful
  - It's intentional
  - It's repetitive
  - It involves a power imbalance
- 3.3** Staff at Noah's Ark Nurseries are aware that challenging bullying behaviour in Early Years gives the school a great opportunity to 'nip it in the bud'
- 3.4** Staff encourage children to speak out if they think someone isn't being nice to them. Children are made to feel comfortable to come and tell their teacher/ teaching assistant if they feel sad or worried.
- 3.5** Children are not labelled as a bully, rather bullying behaviour is talked about. Positive behaviour is praised as is positive interactions between children. Staff use story telling, books and dolls to help children understand not being good friends and not playing together nicely
- 3.6** Staff are quick to challenge stereotypes such as 'these are boys toys' or other protected characteristics in a positive way. Staff are clear about how children should behave respectfully to each other.
- 3.7** Staff are aware that they are role models to the children and each member of staff embodies the ethos of Dolphin School Trust which is other-centered and centered around developing godly character.
- 3.8** Parents are encouraged to read and be familiar with policies of Dolphin School and Noah's Ark Nurseries, so that they understand the school's approach to bullying and relational conflict. Staff communicate with parents frequently about their child's behaviour including reporting back on any incidents of potential bullying behaviour. Parents are also encouraged to look out for signs in case their child might be being bullied, and if they suspect anything to report anything they might be worried about to the class teacher and/or nursery school manager
- 3.9** Children who have been the victims of bullying behaviour are supported by nursery staff, and along with other less assertive children are encouraged to express their emotions clearly and calmly by saying "I don't like it when you do that" or "stop doing that – it's not nice"

### **4. The role of Governors**

- 3.1** The Governing Body supports the Head in all attempts to eliminate bullying from our school. The Governing Body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- 3.2** The Governors require the Head to keep accurate records of all incidents of bullying within the Bullying Register and to report to the Governors on request regarding the effectiveness of the school anti-bullying strategies.
- 3.3** A parent who is concerned about an issue regarding bullying must see the class teacher, with a member of the Senior Team if the parent or class teacher deems it necessary. The parent may then request a further meeting with one of the Senior Team, and they may specify that they wish to see the Head. A strategy will be mutually agreed and monitored and a further meeting will be arranged. If the parent is dissatisfied with the way the strategies are working, he/she is encouraged to see the Head again. If, following such a procedure, the parent remains dissatisfied with the way the school has dealt with a bullying incident, he/she can ask the Chair of Governors or the Safeguarding Governor to look into the matter. The Governing Body aims to respond within ten days to any request from a parent to investigate incidents of bullying. In all cases the Governing Body notifies the Head, and asks him/her to conduct an investigation into the case, and to report back to a representative of the governing body.

## **5. The role of the Head**

- 4.1** It is the responsibility of the Head to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy of zero tolerance to any forms of bullying (including cyber bullying), are given suitable training, know how to identify and deal with incidents of bullying and are aware of their legal responsibility. The school understands the necessity of and agrees to provide training for all staff.
- 4.2** The Head and Deputy Heads ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Senior Team draws the attention of children to this fact during Relationship Time, Assemblies and for example, if an incident occurs, the Head may decide to use Assembly or classroom time as the forum in which to discuss with other children why this behaviour was wrong.
- 4.3** The aim of the Head is to ensure that bullying is identified quickly, that children involved are spoken to at once and that consequences are clearly explained and swiftly administered. Various strategies may then be needed, for example speaking to parents of children involved. It is the Head's responsibility that the children involved are closely monitored to ensure these incidents do not re-occur and to ensure that victims of bullying receive the appropriate support within and outside

the classroom. Therefore, the school has a clear picture of bullying incidents throughout the school which are recorded.

- 4.4** The Head uses every opportunity to pass on to pupils biblical principles regarding the treatment of other people, and clear practical guidance on how to apply such principles into daily life. It is the Head's job to use Assembly and other opportunities to ensure that pupils are well aware that he considers the development of godly character, including putting others first, as a foundational aim of all Dolphin pupils.

## **6. The role of the teacher and support staff**

- 5.1** All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place. This includes all types of bullying, including cyber-bullying, whether it is in school or outside of school. They support the Head's views as expressed in 4.4.
- 5.2** Teachers make a record online of all incidents that happen in their class, and that they are aware of in the school. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Senior Team, as described in 4.3.
- 5.3** Any adults who witness an act of bullying of Dolphin School or Noah's Ark children should report it to a member of the Senior Team and the incident should be recorded in the class teacher's incident book.
- 5.4** When any bullying takes place between pupils, the teacher will deal with the issue immediately, reporting to the Senior Team, or will report the incident to the Senior Team for further action. Our approach involves talking to all concerned. Time is spent talking to the child who has bullied, explaining why his/her action was wrong, and that child is given strategies to change his/her behaviour in future. Time is spent talking to the victim of bullying, learning details of events leading to the incident and the incident itself. The children's parents are informed and invited to discuss the situation with members of the Senior Team. Sanctions are given as appropriate. Support is then provided on an ongoing basis, with careful monitoring by class teacher and Senior Team, and liaison with parents. In more extreme cases, for example where these initial discussions have proven ineffective, the Head may contact external support agencies.
- 5.5** Teachers may use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They may use drama, role-play, stories and/or discussion especially during Relationship Time (R.T.) to help pupils understand the feelings of bullied children, to analyse the impact of their own behaviour and to discuss ways to practise kindness and grow self-discipline. R.T. is used to talk about relationships in the class and children are encouraged to discuss honestly where others' behaviour has caused them distress or discomfort. R.T. is also used to praise, reward and celebrate positive relationships, godly behaviour and other-centred attitudes. As part of

RT and at all times in school, the pupils are taught about the importance of avoiding prejudice-based language.

## **6 The role of parents**

- 6.1** Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact one of the Senior Team. If they remain dissatisfied, they should follow the school's Complaints Procedure.
- 6.2** Parents have a responsibility to support the school's Anti-Bullying Policy, actively encouraging their child to adhere to the school's Behaviour and Discipline Policy.
- 6.3** The school is committed to working with parents and involving them in situations that arise.

## **7 The role of pupils**

- 7.1** Pupils are encouraged to tell their class teacher if they are being bullied, and if the bullying continues after adult involvement, they must speak to the class teacher again.
- 7.2** Pupils are invited to tell their class teacher their views about a range of school issues including bullying in Relationship Time. The school is committed to ensuring that all pupils, regardless of their age, are aware of the part that they play to prevent bullying, including when they find themselves as bystanders.
- 7.3** Pupils have access to worry boxes in each classroom. These boxes allow children to convey any concerns (including bullying) with their teacher without needing them to speak directly to the class teacher. Further help can then be offered to the child.

## **8 Monitoring and review**

- 8.1** This policy is monitored on a day-to-day basis by the Head, who reports to Governors on request about the effectiveness of the policy.
- 8.2** This anti-bullying policy is reviewed regularly by the Senior Team, who examine the nature of any bullying that has occurred, noting if it is racist, for example, or directed at certain children or happening for similar reasons.