



Anti-bullying Policy

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At The Davenport School, we are aware that students may be bullied in any school or setting, and recognise that preventing, raising awareness, and consistently recording and responding to any cases of bullying should be a priority to ensure the safety and well-being of our students.

In line with the Equality Act 2010 it is essential that our school:

- Eliminates 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.

At The Davenport School, we are committed to safeguarding and promoting the welfare of students and young people and expect all staff to share this commitment.

Under the Student Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a student is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority student's social care.

This policy is closely linked with our Behaviour Policy and our Child Protection and Safeguarding Policy.

Principles

It is the responsibility of The Proprietor, the Head Teacher and the Teacher in Charge to ensure that all members of the school community work within a safe and enabling environment.

Pupils develop respect for others by demonstrating and promoting the school Core Values, engaging with the PSHE and SMSC curriculums, and accepting the support and guidance of staff.

Our guiding principles underpin our Anti-bullying Policy.

They are:

- Every pupil is unique and is constantly learning, can be resilient, capable, confident, and self-assured.
- Pupils learn to be strong and independent through positive attachments and healthy relationships.
- Pupils learn and develop well in enabling environments, in which we respond to their individual needs and there is a strong partnership between the school and Carers.
- Pupils develop and learn in different ways and at different rates.

Aims

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils.

We aim for all students to reach their potential academically, socially, and personally through learning and playing in a safe and secure environment.



Bullying Definition

At The Davenport School, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies, PSHE lessons, coaching conversations and mediated reflective and restorative conversations.

We agree that:

- Bullying can be physical harm, name calling, ridicule, nasty looks, intimidation, derogatory comments, or social exclusion.
- Bullying can happen when the relationship is unhealthy with an imbalance of power.
- Bullying can have a significant effect on the victim, how they feel about themselves, their social interaction and how they feel about schooling and education.

Types of Bullying can include, but are not limited to:

Cyber-Bullying:

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience.

Racist Bullying:

This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome, marginalised, and excluded, powerless, or worthless because of their colour, ethnicity, culture, faith community, national origin, or national status.

Homophobic Bullying:

This occurs when bullying is motivated by a prejudice against actual or perceived sexuality.

Vulnerable Groups:

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked after Children
- Gypsy, Roma, and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children who are, or are perceived to be of diverse sexual orientation

Physical Bullying:

Physical bullying involves physical harm, including hitting, kicking, tripping, pinching, and pushing or damaging property. Physical bullying causes both short term and long-term damage.

Verbal Bullying:

Verbal bullying includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse.

Social Bullying:

Social bullying, sometimes referred to as covert bullying, is often harder to recognise and can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and / or cause humiliation.



Social bullying can include:

- Lying and spreading rumours.
- Negative facial or physical gestures, menacing or contemptuous looks.
- Playing nasty jokes to embarrass and humiliate the person.
- Mimicking unkindly.
- Encouraging others to socially exclude someone.
- Damaging someone's social reputation or social acceptance.

Bullying Prevention

Preventing and raising awareness of bullying is essential to keeping incidents in our school to a minimum. Pupils are provided with opportunities to discuss what bullying is, and their personal experiences of bullying, during PSHE lessons, assemblies, and coaching conversations. Where there is social conflict or friction between pupils, restorative work and Connection Time activities are used to develop more positive relationships and talk about and resolve issues.

Where bullying occurs due to poor social cognition, communication and interaction needs, or low self-esteem interventions including TalkAbout, Language for Emotions and Behaviour, and Theory of Mind is available.

The School Core Values are promoted, encouraged, rewarded, and celebrated to ensure bullying does not occur in the school, and if it does, that it is recognised and challenged by pupils as well as staff. Pupils are taught to speak to an adult in school if they are concerned that someone is being bullied.

Behaviour Policy

Our Behaviour Policy includes rewards and consequences which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

Responding to Bullying:

All pupils are supervised during lessons and at lunch and break times. This level of supervision is a protective factor for the pupils and limits and reduces the opportunity for peer-on-peer bullying. If bullying is suspected, observed, or reported staff will challenge and take immediate action to ensure the safety of students, and will then report all information to the Pastoral Manager and the Lead Teacher.

The Pastoral Manager will establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and witnesses as necessary and appropriate.

If the allegation of bullying is upheld, the Pastoral Manager, in conversation with the Lead Teacher, will use a restorative approach with the perpetrator(s) and victim(s) either together or separately as appropriate. The perpetrator(s) will; be supported to understand the consequences of their actions. While an apology can be part of this process, reparative actions are the focus of the meetings. Both parties should be clear that a repeat of these behaviours will not be accepted.

All bullying incidents must be recorded, and the Carers of both parties informed.

If the situation is not resolved satisfactorily the Lead Teacher may escalate the matter to the Head Teacher and meet with the parents/carers of the perpetrator(s) and agree clear expectations and boundaries. Any further incidents will lead to sanctions as appropriate; action will continue until the bullying has stopped. An escalation of sanctions can be applied if the behaviour does not stop. Sanctions will be agreed in conversation with parents/carers wherever possible.

Recognising Bullying

All staff have annual Child Protection training, with a focus on Keeping Student Safe in Education (2024) and are aware of potential signs and symptoms of bullying.