

Deykin Avenue JI School
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This policy was adopted by Governors on.....

Signed Chair of Governors.....

It is due for review after September 2024.....

Anti-Bullying Policy

(including cyber, homophobic and transphobic bullying)

Deykin Avenue Junior and Infant School is proud to have achieved UNICEF’s Rights Respecting School Silver Award (RRSA).

The RRSA is based on the principles of equality, dignity, respect, non-discrimination and participation. The Rights of the Child are at the heart of *our* school’s ethos and culture.

This policy covers/ links to the following rights:

Article 2: The Convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities or other status.

Article 3: Best interests of the child.

Article 12: Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views taken seriously.

Article 14: Every child has the right to think and believe what they choose...as long as they are not stopping other people from enjoying their rights.

Article 16: Right to privacy.

Article 17: Access to information from the media.

Article 36: Other forms of exploitation.

What is bullying?

"..ongoing, deliberate and unequal. It has the intention to hurt or humiliate in either a physical or psychological manner through an imbalance of power between the perpetrator and the target."

(DFES online:2008)

Bullying can take many forms, (for instance, cyber bullying via text messages or the internet) and is often motivated by prejudice against particular groups, e.g. on grounds of religion, race, gender, sexual orientation, or because a child is adopted or has a caring role. It might be motivated by actual differences or perceived differences.

(DFE preventing and tackling bullying. October 2014)

Bullying can include

- Physical aggression, such as hitting, kicking, taking or damaging possessions:
- Verbal aggression, such as name calling, threatening comments, insults, sexist remarks, racist remarks, teasing, sending nasty notes or making nuisance calls:
- Indirect social exclusion, such as deliberately leaving someone out, ignoring someone, spreading rumours about someone or their family.

Racial, sexual or homophobic harassment involves the same kinds of behaviour directed against someone because of their cultural or ethnic identity, their gender or sexual orientation. Harassment is defined as any kind of unreasonable behaviour which alarms, distresses or torments someone else.

What does the law say?

Every school must have measures in place to prevent all forms of bullying. The Education and Inspections Act 2006 states that these measures must be part of the school's behaviour plan and communicated to pupils, parents and school staff. The Equality Act 2010 joined together all the acts for race, gender, disability, race and religion plus sexual orientation. It states we have 3 aims:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- Ensure 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.

Under the Children's Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering or likely to suffer, significant harm.' If this is the case, the school staff should report their concern to the local authority children's social care. (CASS) Even where safeguarding is not an issue, school may need to draw upon a range of outside agencies to support the bully, the child being bullied or to tackle any underlying issue which has contributed to a child engaging in bullying.

Although bullying is not a specific offence in the UK, it is important to remember that some types of harassing or threatening behaviours/communications can be an offence. It is an offence for a person

to send an electronic communication to another with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive.

Under Keeping Children Safe in Education September 2021, it is noted that upskirting is now an offence and schools have to be aware of child on child bullying and the effects this can have on children.

Bullying beyond the school gate

Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, etc.

Where bullying is reported outside of school, it should be investigated and acted upon. If the behaviour could be criminal or poses a serious threat to a member of the public, the Head Teacher will contact the police for further advice.

Procedures for dealing with inappropriate behaviour beyond the school gate is within our Behaviour Policy.

What does bullying look like?

Bullying can include:

- Name calling, including calling someone 'gay'
- Taunting
- Mocking
- Making offensive comments
- Physical assault
- Taking or damaging belongings
- Cyberbullying-inappropriate text messaging; sending offensive or degrading images by phone or via the internet.
- Producing offensive graffiti
- Excluding people from groups
- Gossiping and spreading hurtful and untruthful rumours

Although bullying can occur between individuals, it can often take place in the presence of others who become bystanders or accessories. Behaviour which causes distress, but is not intended to, is NOT bullying.

Specific types of bullying include:

- Prejudice crime related bullying of children with special educational needs or disabilities.
- Homophobic and transphobic bullying 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

All forms of bullying should be taken seriously and dealt with appropriately.

What is cyberbullying?

Technology has provided a new medium for 'virtual bullying', which can occur in or outside school. Cyberbullying is a different form of bullying and it can happen at any time of the day, with a potentially bigger audience as people forward on content at the click of a button. We will ensure our children are taught safe ways to use the internet. (See our E-safety Policy)

There are many types of cyberbullying. Here are the more common:

1. Text messages which are threatening, or cause discomfort. Also included here is "BLUEJACKING" - the sending of anonymous messages over short distances using Bluetooth wireless technology.
2. Picture/video clips via mobile phone cameras, emails, etc. Images sent to others to make the victim feel threatened or embarrassed.
3. Mobile phone calls. For example, silent calls or abusive messages; or stealing the victim's phone and using it to harass others in order to make them believe the victim is responsible.
4. Threatening or abusive emails which are often sent using a pseudonym (a fake name) or somebody else's name.
5. Chat room bullying which contains menacing or abusive responses to children or young people when they are in web-based chat rooms or online games.
6. Instant messaging (IM) which are unpleasant messages sent while children conduct real time conversations online using Facebook Messenger, Snapchat, Blackberry Messenger (BBM), WhatsApp and FaceTime.
7. Bullying via websites and apps such as use of defamatory blogs, personal websites and online personal "own web space" sites such as Facebook, Twitter, Instagram, Snapchat, Tumblr.

At Deykin Avenue J&I School, we take this bullying as seriously as all other types of bullying and, therefore, will deal with each situation individually. An episode may result in a simple verbal warning or a parental discussion. Clearly, more serious cases will result in further sanctions. Technology allows the user to bully anonymously or from an unknown location, 24 hours a day, 7 days a week. Cyberbullying leaves no physical scars so it is, perhaps, less evident to a parent or teacher, but it is highly intrusive and the hurt it causes can be very severe.

Young people are very adept at adapting to new technology - an area that can seem a closed world to adults. Numerous acronyms are used and this makes it difficult for adults to recognise potential threats.

At Deykin Avenue J&I School, we aim to teach pupils to:

- Understand how to use technology safely and know about the risks and consequences of misusing them.
- Know what to do if they or someone they know are being cyber bullied.
- Report any problems with cyberbullying.

Various activities take place throughout the year, with the aim of improving parent and child knowledge of staying safe online. This includes workshops for parents to attend to help them improve their knowledge of online safety. We also regularly hold assemblies and lessons for the children involving e-safety. We also take part in Safer Internet Day each February.

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In light of the recent national situation (Covid-19), we as a school have been using more technology to communicate with and teach our children. Live lessons on Zoom have taken place and Class Dojo has been implemented with the children and parents in order for learning to continue. Staff have carefully monitored the interactions that occur on these platforms, and taken appropriate action as and when needed. If these platforms are used again in the future, the same measures will be in place and followed.

Since 2011 under the Education Act, teachers have wider search powers and these can be used to combat cyber bullies by having the powers to search for and delete inappropriate files or images on electronic devices including mobile phones.

Whilst most cases of cyberbullying occur out of school, we will offer support and guidance to parents and children who experience online bullying and will treat cyberbullying the same as any form of bullying.

Homophobic bullying and using homophobic language

Homophobic language includes derogatory and abusive words towards or about lesbian, gay, bisexual or transsexual people. Dismissing it as banter is not helpful and we will challenge the use of such language in Deykin Avenue J&I School. Persistent use of homophobic language or homophobic bullying, will be dealt with as with any other form of bullying. (See anti homophobic name calling attachment)

Reporting and responding to bullying

Our school has clear systems to report bullying for the whole school; this include those who are the victims of bullying or have witnessed bullying behaviour.

Children

Children are made aware of the need to report bullying through RHE lessons and assemblies. They know they can approach any adult to report an incident whether they are the victim, bystander or bully. They know they can see or speak to staff members at break or lunchtimes if they want to, or speak to any member of the Senior Leadership Team if they are worried.

Parents/Carers

Our school has an 'open door' policy and parents are encouraged to talk to members of staff. Members of the Senior Leadership Team, including the Head Teacher, are available to speak to parents at the start and end of the day. Teaching assistants and teachers are by the doors at the beginning and end of each day as well.

Staff and visitors

Staff will refer incidents to the Inclusion Manager or another member of the Senior Leadership Team if anything is seen and will also complete an incident form. All school visitors are given safeguarding information on their entry to the school and this states that if they have concerns, what they can do and who to report it to. There are photographs of the Designated Safeguarding Lead and the Deputies displayed in the reception area.

Procedures

All incidents will be taken seriously and investigated. All parties involved will be spoken to.

- The incident is brought to the attention of the Senior Leadership Team. All parties are interviewed and notes made of this. The incident is logged and parents are informed and invited in for a meeting.
- Parents' comments and views are invited and they are informed of the sanctions for the bullying and in the case of the victim, what we are doing to support the child. A referral could be made to outside agencies if thought to be appropriate. Parents are asked to discuss the matter with their child at home and reinforce the inappropriateness of the behaviour.
- Parents will be kept up to date with any developments and made aware of any further incidents and also told when their child has shown good behaviour.

All our behaviour issues are monitored and checked for triggers and allow preventative work to be put in place through RHE in classes or support by a specific member of staff.

This policy has links with:

- The Behaviour Policy
- Safeguarding Policy
- Equality Policy
- Inclusion Policy
- E-safety Policy
- Code of Conduct (Birmingham City Council)

Dealing with Homophobic/Transphobic name calling

'Every child in every school has the right to learn free from the fear of bullying, whatever form that bullying may take. Everyone involved in a child's education needs to work together to ensure this is the case '

Incidents of homophobic name calling/bullying are taken seriously and responded to in a similar way to other incidents. We recognise both indirect abuse, e.g. "Your bag's gay" and direct homophobic abuse, e.g. a boy is called 'gay'.

Principles:

The Law

- It is illegal to discriminate against those who are lesbian, homosexual or bisexual (Equality Act 2010)
- Under the Education and Inspections Act 2006, head teachers, with the advice and guidance of governors and the assistance of school staff, must identify and implement measures to promote good behaviour, respect for others, self-discipline among pupils and to prevent all forms of bullying. This includes the prevention of homophobic bullying.
- Staff are protected under the Employment Equality (Sexual orientation) Regulations 2003

What does it look like?

- Homophobic/transphobic bullying/name calling occurs when bullying is motivated by a prejudice against lesbians, gay, bisexual or transsexual people
- It can include spreading rumours that someone is gay, suggesting that someone or something is inferior and so they are gay
- Even if the pupils do not know what the words mean, but use homophobic/transphobic language against others, it needs to be dealt with
- We do not view it as harmless banter. We recognise that if it is not challenged it becomes harder to address
- If a pupil is not told that homophobic/transsexual bullying is wrong, they will continue to do it

Responding to an incident

If we hear a child using homophobic/transphobic language, we will address it guided by the pupil's maturity and personal circumstances.

Foundation (Reception) pupils

- Why the language was used; what was the motivation?
- How did it make the child feel?
- Explain it is not the right word/s to use. What could have been said instead? How does the other child feel?
- Can they think of something to say that could help the other child feel better?

Year 1-Year 3 pupils

- Why the language was used; what was the motivation?

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- How did it make the child feel?
- Clarify if they know what the word means
- Explain it is unacceptable to use these words/terms
- Can they resolve the issue?

Year 4-Year 6 pupils

- Why the language was used; what was the motivation?
- How did it make the child feel?
- Ask if they know what it means. Explain it is unacceptable to use these term and how it makes the other person feel.
- Resolve the issue by apologising, shaking hands, etc