Derwent and Southill Federation

We are a Values-led Federation
We respect ourselves; We respect others; We respect the environment.

Anti-Bullying Policy

Derwent and Southill's approach
We are two caring schools that promote positive behaviour and respect for each individual. We aim to serve our community by providing an inclusive broad education, which promotes a love of learning and respect for all. **Bullying will not be tolerated at Derwent or Southill**. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

At Derwent and Southill the aims of our anti-bullying policy are:

• To ensure that children feel safe in order to learn at their best in a happy secure environment.

• To understand what is meant by bullying and the forms it can take.
• To ensure that parents and pupils are aware of the policy on bullying and what they should do if bullying arises.
• To prevent, de-escalate and/or stop any continuation of harmful behaviour.
• To react to a bullying incident in a reasonable, proportionate and consistent way.
• To safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil.
• To apply disciplinary sanctions to the pupil causing the bullying and ensure they learn from the experience, possibly through multi-agency support.

Definition:
At Derwent and Southill we believe that bullying is a **deliberate** and **persistent/repeated** pattern of behaviour with the intention of causing hurt and or distress to another. Bullying is not always from another child. It can come from an adult, inside or outside a school or from home. Bullying can happen within a school, on a school journey or within the community or online.

Bullying can be:
• Emotional - spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours being unfriendly, being excluded as friends, tormenting (e.g. hiding books, threatening gestures)
• Physical - pushing, kicking, hitting, punching or any use of violence including play fighting which involves physical contact, deliberate defacing of personal property or work.
• Racist - racial taunts, graffiti, gestures or deliberate use of provocative language
• Sexual - unwanted physical contact or sexually abusive comments
• Discriminatory - taunts about a person's disability or Special Educational Need
• Homophobic - because of, or focussing on the issue of sexuality
• Verbal - name-calling, sarcasm, spreading rumours, teasing
• Cyber through sharing of gossip, rumour, name calling or images intended to upset or demean on social media or messaging platforms.

Signs and Symptoms
A child may indicate by signs or behaviour that they are being bullied. Staff will be aware of these possible signs and that they should investigate if a child: -

- is frightened of walking to or from either school
- is beginning to not want to come to either school.
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- may say they feel ill in the morning
- school work starts to suffer.
- has possessions which are damaged or " go missing"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- is frightened to say what's wrong
- gives improbable excuses for any of the above

This list is not exhaustive and there may be other indications that someone is being bullied. Equally it is important to remember that these signs can be indicative of other serious issues such as the abuses listed as concerns regarding safeguarding and staff will be

vigilant. These behaviours will be raised with senior leaders when noted by all staff during the school day and when reported outside school to them by parents or carers or other responsible adults (e.g. play club or sports club staff).

Strategies

Within the total curriculum formal and informal both schools will raise the awareness of the nature of bullying through inclusion in Values education, assemblies and subject areas. Any coercive or bullying behaviour which is reported or noticed will be discussed with parents and carers, and an appropriate set of remedial actions will be agreed. These will be shared in school with the staff and monitored.

Senior leaders will feed back to parents at regular intervals and through a range of systems as agreed between them and the parents and carers.

Implementation

The following steps will be taken when dealing with incidents:

• If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.

• The member of staff who has been approached will inform the class teacher of the child who has allegedly been bullied, if the person approached in the first instance was not the class teacher.

• The class teacher will then carry out an investigation into the alleged incident and will interview all concerned individually and will record their accounts into CPOMS with the appropriate tag. CPOMs alerts automatically

• If the investigation finds that bullying has taken place, then the parents of the child who has carried out the bullying will be invited to meet the Headteacher and apprised of the situation. (See 'Children' section to see what disciplinary steps may be taken). If the bullying has been identified by either school, then the parents of the bullied child would be invited into that school.

• A clear account of the incident will be recorded in either Derwent or Southill's CPOMs bullying log and where a serious case of bullying has been confirmed.

• If bullying still persists, which is a very unusual occurrence, the class teacher will advise the Senior LeadershipTeam, who will then investigate the situation and involve parents further. At this stage the

Headteacher would be informed and a decision would be made on whether to involve outside agencies/whether to suspend the child carrying out the bullying for a fixed term/or whether to internally suspend the child within either school.

• Parents of all parties will be kept informed at all stages while the incident is being dealt with

• Appropriate staff will be informed of any bullying incidents, so that they are aware when they are either teaching the children or on duty on the playground.

Children

Children who have been bullied will be supported by:

offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice

reassuring the pupil offering continuous support for as long as needed

Children who have bullied will be helped by: -

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil
- the schools seeking outside support from known agencies

The following disciplinary steps can be taken:

• official warnings to cease offending

• consequence of missing some break or lunch time

• exclusion or supervised access from certain areas of either schools' premises • internal suspension

• fixed-term suspension

• permanent exclusion

Policy Review

The Governing Body of our school is responsible for ensuring the review of this policy, and for reporting back to the Local Authority.

Date policy updated: September 2026

Signed Neil Parsons (Chair of Governors)

Date of Review: September 2027