



Milton School

Anti-bullying and Anti-discrimination Policy



1	Summary	Anti-bullying and anti-discrimination policy	
2	Responsible person	Claire Patton	
3	Accountable SLT member	Claire Patton	
4	Applies to	<input checked="" type="checkbox"/> All staff <input type="checkbox"/> Support staff <input type="checkbox"/> Teaching staff	
5	Who has overseen development of this policy	Debbie Blaney	
6	Who has been consulted and recommended policy for approval	School Governors SLT	
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11	Disseminated to	<input checked="" type="checkbox"/> Trustees/governors <input checked="" type="checkbox"/> All staff <input type="checkbox"/> Support staff <input type="checkbox"/> Teaching staff	
12	Date of implementation (when shared)	10/09/2023	
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1. Introduction

At Milton School, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and wellbeing of our pupils.

In line with Equality Act 2010, it is essential that our setting:

- Eliminates unlawful discrimination, harassment or victimisation
- Promotes equality of opportunity and foster good relation between people who share a protected characteristics and people who do not share them
- Prevents discrimination, harassment and victimisation.

Milton School follows the anti-discrimination law. This means that all staff must act to prevent discrimination, harassment and victimisation within the school.

This policy has been drawn up using guidance from NSPCC Learning, Anti-Bullying Alliance and Kidscape.

2. Scope of the policy

This policy seeks to:

- Ensure the whole school community has a shared understanding of what bullying is and the detrimental impact it can have on wellbeing and achievement
- Ensure staff, parents, carers and pupils work together to ensure a safe learning environment for all and to safeguard pupils who experience bullying
- Ensure all governors and staff know and understand the school policy on bullying and follow it when bullying is suspected or reported responding in a proportionate and consistent way
- Encourage pupils to adopt agreed standards of behaviour and values in order to develop a sense of right and wrong and the ability to take responsibility for their own actions.
- Ensure all bullying behaviours and prejudiced based incidents are taken seriously, recorded
- Encourage shared solutions so that those reporting bullying have an appropriate say in what happens next
- Ensure those using bullying behaviour are supported to change their behaviour and challenge attitudes about bullying behaviour.
- Outline the consequences for those who show bullying behaviour
- Prevent, de-escalate and or stop any continuation of harmful behaviour.
- Ensure everyone is mutually valued and respected and that in line with the Equality Act 2010 we aim to eliminate discrimination based on sex, gender, identity, disability, ethnicity, sexual orientation, religion and belief

3. Our definition of bullying

At Milton School, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through PSHE, Personal Development interventions and assemblies.

Milton School adopts the definition of bullying taken from The Anti- Bullying Alliance.

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

There are four key elements to this definition:

hurtful

repetition

**power
imbalance**

intentional

These four key elements

This video by the Anti-Bullying Alliance explains what is meant by an imbalance of power. <https://youtu.be/cnA51tmxtag>

4. Types of bullying

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

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals, graffiti, defacing of property, display of class, disability, homophobic, racist or sexist material



Behaviours often associated with bullying



Banter or Bullying?

Baiting

Baiting can be used in bullying both on and offline. It can be used to bully someone to get 'a rise' out of them and it can be used to antagonize those who might be bullying others to get them to bully. Sometimes baiting is used secretly to try and get a person to explode in a rage or react negatively/loudly so that they get in to trouble.

Banter

The dictionary describes banter as: 'the playful and friendly exchange of teasing remarks'.

Bullying is often justified as being just banter. It may start as banter, but some types of banter are bullying and need to be addressed as bullying.

Types of Banter:

- Friendly Banter- There's no intention to hurt and everyone knows its limits
- Ignorant Banter- crosses the line with no intention to hurt, will often say sorry
- Malicious Banter- Done to humiliate a person-often in public

Watch this video from the Anti-Bullying Alliance describing when banter is bullying.
<https://youtu.be/GHdvxQ57zbw>

Watch this video from the Anti-Bullying Alliance showing how to recognise when banter is going too far.
<https://youtu.be/wbM5WowgqyE>



5. The Equalities Act 2010 and eliminating discrimination

Under the Equality Act 2010 it is against the law to discriminate anyone because of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex/gender
- sexual orientation

These are called 'protected characteristics'.

As part of the requirement on schools to promote fundamental British values, schools must proactively challenge derogatory and discriminatory language and behaviour including that which is racist, homophobic, biphobic, transphobic and disablist in nature. We will record these types of bullying, even that which represents a one-off incident, and report them to the local authority for monitoring purposes.

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 entitled to Free School Meals
- Children for whom English is an Additional Language

6. Link to the school safeguarding policy

Staff at Milton School understand the clear links between safeguarding of children and bullying. Any case of bullying is taken seriously, and staff understand that bullying can be a form of peer-to-peer abuse. In accordance with the Children Act 1989 (Department for Education, England) **When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, 'significant harm' a bullying incident should be addressed as a child protection concern'**. Examples of occasions of when bullying may present safeguarding concerns including a child refusing to attend school.

External support can be given to pupils whether or not it is deemed a child protection concern. Even where safeguarding is not considered to be an issue, the school may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying.



7. Stopping bullying wherever it takes place

At Milton School we are fully aware that bullying behaviours do not just happen on school playgrounds. Bullying could take place in any of the following, this is not an exhaustive list:

- The journey to and from school
- The local community
- In school
- In extra-curricular activities link to school
- Online (both during and outside of the school day)

Where bullying takes places in transport to and from school, the school will work with the transport service to address this.

Where bullying outside school is reported to school staff, it will be investigated and acted on. The Head of School will consider whether it is appropriate to notify the police or local anti-social behaviour team of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Our ethos is to ensure that while pupils are in school, or traveling to or from school pupils are entitled:

- To feel safe and not to be made unhappy by others
- Not to be frightened by others
- Not to be touched
- Not to be teased about race, religion, disability, social class, gender, sexual orientation, personal differences, personal appearance, performance at school or any other matter
- Not to be made unhappy by unpleasant notes, letters, text messages or any other means of communication



8. Signs and symptoms

Signs of bullying	Effects of bullying
<p>No single sign will say for certain that a child is being bullied but the following are examples of behaviours to watch out for:</p> <ul style="list-style-type: none"> Belonging setting 'lost' or damaged Physical injuries, such as unexplained bruises Being afraid to go to school, skipping school or saying they feel 'ill' each morning Not doing well at school Being nervous, losing confidence, becoming distressed or withdrawn Problems with eating or sleeping Bullying others 	<p>Children who are bullied:</p> <ul style="list-style-type: none"> May develop mental health problems like depression or anxiety Have fewer friendships Aren't accepted by their peers Are wary and suspicious of others Have problems adjusting to school, and don't do as well. <p>All children who are affected by bullying can suffer harm – whether they are bullied, they bully others or they witness bullying.</p>

9. Prevention

Milton School's response to bullying does not start at the point which a child has been bullied. Staff recognise that the pupils who attend Milton School need additional support to develop positive, respectful relationships and therefore are vigilant, gathering intelligence about issues between pupils which may provoke conflict. Staff use this information to prevent bullying and use restorative practices to encourage harmonious relationships.

Milton School creates an ethos of high expectations for good behaviour where pupils learn the right way to behave and staff model this. This culture extends beyond the classrooms to the corridors, the dining room, playground and beyond the school gates.

A strategic whole school approach tackles bullying from many angles across the school and includes:

- A strong anti-bullying policy
- Underlying values, school ethos and high expectations for behaviour
- Well designed curriculum to help pupils recognise bullying, the impact of bullying and understand how to speak up
- Meaning opportunities to celebrate diversity and inclusion
- Training and staff development
- Reporting and responsive strategies



Milton School delivers a well-designed, comprehensive and coherent Relationship and Health Education curriculum. This curriculum includes the teaching and re-visiting over time the following elements:

- Caring friendships
- Respectful relationships
- Online safety
- Bullying (including cyber bullying)
- How to seek support and ask for help

The staff and pupils of Milton School also take part in national calendar events including Anti-Bullying Week, Safer Internet Day.

Assemblies are used to regularly explore topics including diversity, inclusion, bullying and acceptance.

Posters about Anti-Bullying information is displayed around the school along with ChildLine posters.

10. Reporting and recording bullying

Milton School recognises that the ability to report and record incidents of bullying behaviour is a crucial part of any anti-bullying strategy. Staff recognise that many of our pupils find it difficult to communicate their needs, feelings and what may be happening. Therefore, having a 'one size fits all' approach reporting mechanism is unhelpful for our pupils.

Milton School aims to create a 'telling environment' where they feel confident to report bullying behaviour. We aim to:

- Create a quiet space to communicate and report bullying
- Understand the pupil's communication needs
- Provide the pupils with communication tools and alternative reporting routes
- Give the pupil time to feel calm and fully share the information they need to
- Provide an emotionally available adult if required

Parents/carers can should share any concerns with the class teacher or Head of School.

All reports of bullying will be listened to and taken seriously.

All incidents of bullying behaviour and steps to address this are recorded on the school CPOMs system.



11. Ten key principles to preventing and responding to bullying

Milton School is committed to the 10 Key Principles as set out by the Anti-Bullying Alliance to prevent and respond to bullying. These are:

Our school...
1. listens - all pupils and parents and carers are listened to and influence strategies and approaches to prevent, report and respond to incidents of bullying
2. includes us all - all pupils, including those with SEND, are included, valued and participate fully in all aspects of school life.
3. respects - all school staff are role models to others within the school in how they treat others.
4. challenges - all forms of discriminatory language – including disablist language, racist language – is challenged taken seriously
5. celebrates difference – difference is actively and visibly celebrated and welcome across the whole school.
6. understands - all school staff, pupils and parents and carers understand what bullying is and what it isn't.
7. believes - all pupils, including disabled children and those with SEN, and their parents and carers are acknowledged, believed and taken seriously when reporting incidents of bullying.
8. reports bullying - all pupils within the school and their parents and carers understand how to report incidents of bullying.
9. takes action - we respond quickly to all incidents of bullying. Pupils, including disabled pupils and those with SEN, participate fully in decisions made about them and help to formulate appropriate action to respond to incidents of bullying
10. has clear policies - our school's anti-bullying policy reflects these principles and is embedded within other school policies. They are widely and actively promoted to school staff, pupils and their parents and carers.

12. Responding to bullying

The member of staff who investigations any allegation of bullying behaviour will find out as much detail as possible, including times, dates, type of bullying, witnesses etc. They will find out both sides of the story.

Staff will make sure that the child on the receiving end of the bullying behaviour feels included in any action taken and that they are not surprised by anything we do. We will listen, give reassurance and explain that together we will resolve the situation.

Staff will assess what impact the bullying behaviour is having on the pupil so to provide the correct care, support and guidance.

Information will be shared with the parents/carers of the victim and perpetrator.

Reasonable and appropriate approaches to restorative practices will be considered and planned. Bullying rarely takes place in isolation so the person investigating the bullying behaviour will consider if the wider peer group requires intervention or support.



Pupils who have taken part in online bullying behaviours may be in breach of the school ICT Acceptable Use Policy and therefore have restrictions put in place for the use of devices.

It may be that disciplinary action is required. For example, if there has been threats of harm, when illegal content has been shared online.

13. Communication

The Anti-Bullying policy will be displayed on the school website. Information on how the curriculum promote positive relationships and anti-bullying will be shared with parents on the website and in newsletters.

14. Helpful information

- ChildLine: ChildLine is the UK's free, confidential helpline for children and young people. They offer advice and support, by phone and online, 24 hours a day. Whenever and wherever you need them, they'll be there. Call 0800 1111.
They have a designated page for bullying issues that includes a new video about building up your confidence after bullying.
- Direct Gov: Information for young people on cyberbullying, bullying on social networks, Internet and email bullying, bullying on mobile phones, bullying at school, what to do about bullying, and information and advice for people who are bullying others and want to stop.
- EACH : EACH has a freephone Helpline for children experiencing homophobic, biphobic or transphobic bullying or harassment: 0808 1000 143. It's open Monday to Friday 10am-5pm.
- Victim Support: They offer support to young people affected by crime. Their Children and Young People's (CYP) Service also deals with cases of bullying; offering advice and working with professionals to ensure young people get the support they need. You can call their Support line for free on 08 08 16 89 111.

15. Websites

[Childline | Childline](#)

[Find help and support \(anti-bullyingalliance.org.uk\) StopBullying.gov](#)

[Helping Children Deal with Bullying & Cyberbullying | NSPCC Bullying | How To Deal With Bullying and Getting Help | YoungMinds Help With Bullying \(kidscape.org.uk\)](#)

[BulliesOut - Anti-Bullying Training, Awareness and Support](#)

[Parenting and Family Support - Family Lives \(Parentline Plus\) | Family Lives](#)

[Information and advice about all forms of bullying \(nationalbullyinghelpline.co.uk\)](#)

[Equality Act Advice Final.pdf \(publishing.service.gov.uk\)](#)