

All children & young people have the right to live without the fear of threats, assaults or harassment, and fear of bullying can seriously affect the victim's wellbeing, behaviour & social development.

Bullying is defined as **'behaviour by an individual or group, repeated over time, which intentionally hurts another individual or group either physically or emotionally'**.

[Preventing and Tackling Bullying, DfE 2017](#)

## Bullying can be:

- inflicted by a child, adult, individual or group
- motivated by differences or prejudice
- threatening, intimidating & unconscious
- due to an imbalance of power
- a crime & should be reported to the police
- abuse & should be reported to **The Sheffield Safeguarding Hub, tel.: 0114 2734855**

## Bullying includes:

- Physical acts e.g. pushing, kicking, hitting
- Sexual remarks, assault, jokes, harassment, 'up-skirting', see [Peer Abuse, Sept 21](#)
- Making or stopping people doing things
- Damaging and/or taking someone's belongings
- Verbal acts e.g. name-calling, sarcasm, teasing
- Saying or writing nasty things, & rumours
- Blackmail or threats
- Showing upsetting material e.g. pornography
- Indirect acts e.g. social exclusion, scaring

Anti-bullying policies should be communicated & understood by all pupils, parents, carers & staff.

Bullying is not a specific crime, but some harassment, threats & communications are.

## Cyber-bullying can happen:

- Using technology to torment, threaten, harass, humiliate, embarrass or target
- Via digital technologies or mobile phones
- At any time & with bigger audiences

Authorised staff can seize & examine data on a device without parental consent; if there may be evidence of a crime, pass the device to the police without deleting any data.

## Your anti-bullying policy & procedure should:

- Always follow national & local SCSP guidance
- Be referenced in related policies e.g. online-safety, health & safety, behaviour
- Involve pupils, parents, staff in actively reviewing, monitoring, reporting & promoting effectively
- Explain what bullying is (including bullying of staff by pupils, parents, colleagues), that it is unacceptable & will be acted on
- Support & manage both the victim AND the bully
- Ensure training for ALL staff which includes awareness of 'mental capacity' issues
- Include pupil education & development of e.g. empathy, co-operation, conflict resolution skills
- Explain where pupils & parents can get advice and support from
- Advise parents/carers about identifying changes & what to do if they are worried about their child
- Encourage everyone to challenge this behaviour
- Support pupils for whom English is not their first language to communicate their needs & concerns
- Promote inclusion & nurture friendships
- Regularly review & update technological changes
- Include processes for assessing & recording all:
  - current information
  - follow up actions
  - telephone conversations
  - views of significant others
- Follow the Data Protection Act & GDPR 2018
- Ensure all safeguarding information discussed in meetings is recorded in child's safeguarding file
- Be shared with the new setting if a pupil moves
- Ensure DSL/D is aware of when to override a pupils' wishes to safeguard them

## The bully may:

- Have been bullied themselves
- Have significant needs
- Think it is fun
- Dislike or be jealous of someone
- Feel powerful and respected
- Feel it gets them what they want
- Be trying to impress their peers
- Get gratification from peoples' reaction

## Prevention:

- create a safe, inclusive environment, teach about difference, & that using prejudice-based language is unacceptable
- an ethos of good behaviour and respect
- understanding how actions affect others
- developing parent, carer, pupil awareness & to reinforce good behaviour at home
- clarity about action for bystanders to take
- clear disciplinary sanctions
- work with outside/community organisations
- effective staff training about diversity
- easy process to report bullying, be confident pupils will be listened to & action taken

## Indicators:

Behaviour which indicates fear or anxiety should be discussed with the child and parents/carers, e.g.:

- Avoiding people, locations, activities, events
- Fear of walking, changing route to & from setting
- Feeling ill in the mornings
- Truancy, going missing, running away
- A decline in the quality of their work
- Coming home with items destroyed or missing
- Becoming withdrawn, starting to stammer, lacking confidence, changing eating habits
- Distress, anxiety, suicidal thoughts, crying, poor sleep, nightmares
- Asking for, stealing, or 'losing' money
- Refusing to talk about what's wrong
- Unexplained bruises, cuts, scratches
- Aggressive, unreasonable, bullying their siblings

## The victim may:

- experience considerable distress including depression and self-harm
- may not tell anyone because of threats, feeling responsible, that nothing will change, or they should sort it out themselves

**Always act, assess the needs of the victim AND the bully, provide support, follow your settings' policy**

## Useful interventions:

- a quiet word from staff
- pastoral team support
- formal counselling
- engaging with parents
- completing a Family Common Assessment
- a SEND and/or mental health assessment
- referring to CAMHS and/or children's services
- maintaining attendance through on-site or alternative education provision
- applying fair, consistent & reasonable disciplinary measures to the bully alongside any vulnerability
- risk-assess any safety issues for the victim & bully (see [Peer Abuse, Sept 21](#))

## Specialist organisations & resources:

- [Schools Out UK](#)
- [Stonewall](#)
- [Bullying UK](#)
- [The Anti-Bullying Alliance \(ABA\)](#)
- [ChildNet](#)
- [The Anne Frank Trust](#)
- [Think U Know \(National Crime Agency\)](#)
- [Mermaids UK](#)
- [Mencap](#)
- [Changing Faces](#)
- [Show Racism the Red Card](#)
- [Kidscape](#)

## Further policy and guidance:

- [Preventing bullying, DfE 2017](#)
- [BIG Award](#)
- [The UK Council for Child Internet Safety](#)
- [Special Educational Needs & Disabilities, Gov.uk](#)
- [Relationships education, RSE and PSHE, DfE 17](#)
- [Tackling race and faith targeted bullying](#)
- [Promoting and supporting mental health and wellbeing in schools and colleges, DfE June 21](#)