



Anti-Bullying Policy

Statement of Intent: Our vision is to have high standards of teaching and learning which challenge our pupils to achieve.

Our anti-bullying policy supports this ideal by:

- Promoting respect and tolerance for each other and the school both in and out of school
- Helping pupils towards an understanding of what is right and wrong
- Supporting everyone in forming good relationships with adults and peers.

We believe in tackling incidents of bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear. This involves including and engaging everyone's perception of bullying. EVERY incident that might possibly be considered an instance of bullying must be recorded on the school behaviour sheet and highlighted in the relevant section for future action. The Behaviour File will be viewed by the Designated Lead/Headteacher on a regular basis each week. Staff encouraged to inform the Headteacher directly if they suspect any bullying takes place. Our approach is to 'nip in the bud' any behaviour that might be seen as bullying. The behaviour sheet should be used to record pupil on pupil bullying. The safeguarding sheet should be used to record instances of any apparent staff bullying directed toward a child or adult member of our school community.

Definition of Terms

What is bullying? We adopt the following definition of bullying: 'a physical, psychological or verbal attack against an individual or group of individuals by a person or group of persons, causing physical or psychological harm to the victim' Source: Don't Suffer in Silence DfES.

Bullying is the use of aggression with the intention of hurting another person.

Bullying results in pain and distress to the victim.

It is usually conscious and willful and commonly consists of repeated acts of aggression and/or manipulation.

It can take a number of forms – both physical and non-physical, either in combination or in isolation.

Bullying can be:

- Emotional - e.g. being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), being bossed, hurting people's feelings, being nasty, unfriendly, mean, blackmailing.
- Physical - e.g. pushing, kicking, hitting, punching or any use of violence, pushing people around.
- Racist - e.g. racial taunts, graffiti, gestures.

- Sexual - e.g. unwanted physical contact or sexually abusive comments.
- Homophobic - e.g. associated with or focused on the issue of sexuality.
- Verbal - e.g. name-calling, sarcasm, spreading rumours, teasing, being cheeky. E-mail or text bullying. Bullying through a 3rd party.
- Cyber –e.g. bullying through the use of a computer or mobile phone. We must state that mobile phones are not permitted in school.

Other concerns, that might not necessarily easily fit into these headings, must still be taken seriously e.g. a feeling of being picked on, or instances where someone seems to be taking advantage of another person.

School staff must always be aware that it is a possibility that the bully may be adult led and in these circumstances the school will follow the local Child Protection procedures.

Aims and Objectives

The aim of our anti-bullying policy is to:

- clarify for students and staff what bullying is and that it is always unacceptable. explain to staff, students and school community why bullying and harassment occur and their impact on individuals and the school as a whole.
- provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning.
- involve the Students' council in any planning, discussion and dissemination of any work related to antibullying.

Practice and Procedures

What we do to prevent bullying - Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of unacceptable behaviour (but not the pupil or student), and by being clear across the school that we follow school rules.

All members of the school community are expected to report incidents of bullying.

Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being in school. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

The school MUST operate an open and transparent culture – this must be fostered and modelled by staff in their behaviour to each other and the way in which they teach and look after the children. The ambience of belonging to a caring, nurturing and supportive school is very important and staff must be the champions of fairness and tolerance.

We expect staff will:

- Provide children with a framework of behaviour including class rules which supports the whole school policy.
- Emphasise and behave in a respectful and caring manner to students and colleagues, to set a good tone and help create a positive atmosphere.

- Provide children with a good role model
- To raise awareness of bullying through stories, role-play, discussion, circle time, School Council, PSHE, and RE.
- Through the headteacher, keep the governing body well informed regarding issues concerning behaviour management.

We expect that parents/carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school:

- Support us in helping us meet our aims.
- Feel confident that everything is being done to make sure their child is happy and safe at school.
- Be informed about and fully involved in any aspect of their child's behaviour.
- Be informed about who can be contacted if they have any concerns about bullying.

We expect that governors will:

- Support the Headteacher and the staff in the implementation of this policy.
- Be fully informed on matters concerning anti-bullying.

We expect that students will:

- Support the Headteacher and staff in the implementation of the policy. This might involve contributing to agreed approaches designed to reduce bullying or better deal with incidents that arise (e.g. via pupils council, circle time etc)
- Feel confident that everything is being done to make school a safe and secure environment for them to achieve and learn.
- Feel supported in reporting incidents of bullying – including bullying by an adult working or helping in school.
- Be reassured that action regarding bullying will happen.

Reacting to a specific incident

Recording

All incidents in or out-of-class should be recorded on a school behaviour sheet.

Incidents clearly identified as bullying must be reported to a senior member of staff (Headteacher) directly. Parents (of both bully and person bullied) should be informed of what has happened, and how it has been dealt with/being further investigated.

Records of discussions to be recorded on the behaviour sheet.

Dealing with an Incident

Whenever a bullying incident is discovered school will go through a number of pre-arranged steps.

The exact nature of each step will depend in part on the nature of the incident and those involved.

1. The school community need to be aware that when a bullying incident has come to the attention of adults in the school it has been taken seriously and action has resulted.

2. School expects to support all involved by:

- Talking through the incident with bully and person bullied
- Helping the bully and victim to express their feelings
- Talking about which rule(s) has/have been broken
- Discussing strategies for making amends

3. Nevertheless sanctions may include:

- Time away from an activity within the classroom.
- Time out from the classroom.
- Missing break or another activity
- Formal letter home from the Headteacher expressing concerns, where the pattern of behaviour continues.
- Meeting with staff, parent and child.
- Pastoral Support Plan
- Detention after school
- Fixed-term exclusion
- Permanent exclusion

4. Parents (of both bully and person bullied) are informed of what has happened and how it has been dealt with.

Records of these discussions to be kept for future reference.

Failing face-to face discussion, parents/carers will be informed of any incidents by letter.

5. Child Protection procedures should always be followed when concerns arise involving an adult.

Monitoring Trends and strategies are analysed for inclusion by the Headteacher who will highlight any concerns in the HESD's reports to governors. Incident sheets per term are recorded and submitted to the LA if bullying is believed to be taking place. Careful monitoring and analysis provides the Head with a regular opportunity to link monitoring to action planning for the following school year

POLICY MONITORING AND REVIEW

- Date of policy amendment – December 2020
- Date of next review – December 2023

Richard Wright