



ANTI BULLYING POLICY

Autumn 2019 Review: Autumn 2020

Statement of Intent

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

We (pupils, staff, Local Governing Committee, parents/carers) all have a responsibility for challenging bullying. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

We acknowledge that both the victim and perpetrators of bullying need support and that appropriate support for both will be needed after the bullying has been reported. The Head of School will give a termly update on any incidents reported or investigated to the Local Governing Committee.

What Is Bullying?

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- unprovoked
- may be aimed at certain groups, for example because of race, religion, gender or sexual orientation

The main types of bullying are:

Physical (for example, hitting, kicking, theft)

Verbal (for example, name calling, sarcasm, spreading rumours, teasing)

Indirect (for example, excluding someone from social groups, deliberately destroying another child's property).

Cyber bullying

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The Education act 2011 notes that any electronic device that has been seized by a staff member can be examined (data or files) and data or files deleted where there is good reason to do so.

There is no need to have parental consent to search through a pupil's phone. If the school believes that the device contains evidence in relation to an offence then the device must be given to the police.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All Local Governing Committee, staff, pupils and parents should have an understanding of what bullying is.
- All Local Governing Committee and staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- **Bullying will not be tolerated.**

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- has possessions which are damaged or " go missing"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

The Role of Pupils

Pupils must:

- Report all incidents of bullying by telling an adult.
- Report any suspected incidents which the victim may be afraid to report him/herself.
- Adhere to and promote the aims and objectives of this Anti-bullying policy
- Refrain at all times from any behaviour which would constitute bullying, or could be construed as bullying behaviour.

The Role of Parents/Carers

Parents/carers play a vital role in the education and care of their children. They can assist in combating bullying in a number of ways:

- Reporting any misgivings they have concerning either victims or perpetrators of bullying sharing concerns as soon as possible.
- Actively endorsing and supporting this Anti-Bullying Policy.
- All staff, including lunchtime supervisors, are briefed about how to manage bullying incidents.

The role of the school

School staff should proactively gather information about pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place.

Strategies include work through the PSHCE curriculum - discussing and exploring tolerance and understanding of different faiths, cultures and backgrounds.

The school uses the School Promise to promote the Christian values of love, care and respect for everyone. An annual anti bullying week ensures that we can explore concepts in more depth but the school knows that its responsibility is to ensure that we tackle bullying every day, all of the time. Assemblies will be used to underline the serious nature of bullying

The school works to ensure that pupils have a number of routes to take if they have a concern or worry. The school is keen to involve any external agencies to give support or training as necessary and relevant.

Support for pupils with SEND

The school is aware that pupils with SEND may be more vulnerable to bullying than other pupils. The welfare of our pupils is a priority and we ensure that all pupils have access to forms of communication to be able to report bullying or talk about concerns that they may have.

Procedures

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

The Year Leader or class teacher will interview all concerned and will record the details of the incident(s).

A clear account of the incident will be recorded and a copy given to the Year leader, Inclusion Leader and Head of School. These staff will discuss and agree next steps.

Any relevant staff will be briefed so that pupils' behaviour can be monitored and any further action taken as necessary.

Parents will be informed and will be asked to come to school to discuss the problem with the class teacher and Year Leader. Class teachers and other school staff who work with the pupils will be fully briefed.

In the case of cyber bullying the school will take all reasonable steps to identify the person bullying. This may include looking at school IT systems, identifying and interviewing possible witnesses and contacting the service provider and the police, if necessary.

The school has an ELSA (Emotional Literacy Support Assistant) and a HSLW (Home School Link Worker) who are available to support any pupil who has been victim of bullying or the perpetrator, if the school feels that this is necessary.

Outcomes

The person/ people who have been bullying will be asked to genuinely apologise. Other consequences will take place; such as removal from class to work in isolation or exclusion (fixed or permanent). If possible, the pupils will be reconciled. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Pupils who have been bullied will be given an immediate opportunity to discuss the experience with a member of staff of their choice. If necessary the school will request the support of external agencies such as CAMHS.

The school will work in partnership with parents and the pupil to:

- offer continuous support
- restore self-esteem and confidence

The school will work with pupils who have bullied by discovering why the pupil became involved, establishing the wrong doing and need to change.

All bullying investigations (substantiated/un substantiated) are logged and records kept.

WE DO NOT TOLERATE BULLYING IN OUR SCHOOL

Criminal Law

Although bullying itself is not a specific criminal offence some types of harassment, threatening behaviour or communications could be a criminal offence. If the school feels an offence has been committed assistance/advice will be sought from the police.

Bullying which occurs outside the school premises (including school trips – day and residential)

School staff have the power to discipline pupils for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 state that a school's disciplinary powers can be used to address a pupil's conduct when they are not on school premises and are not under the control of a member of staff. This may include bullying incidents occurring away from the school premises.

When bullying outside school is reported to school staff it will be investigated and acted upon. The school will also consider whether to report the matter to the police. If the behaviour is criminal or poses a threat to a member of the public then the police will always be informed.

Conclusion

It is important to stress that all cases of bullying will be dealt with fairly and with the interests of all children in mind. Bullying is a very serious issue for us all and will not be dealt with flippantly.

Children should feel secure in the knowledge that their concerns and fears will be tackled sensitively and that their safety and welfare will be paramount.

There can be no justification for bullying.

Please also refer to the following school policies: Safeguarding and Behaviour