



Anti-Bullying

Next review: Autumn 2023

We aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential. We would expect pupils to feel safe in school, including that they understand the issues relating to safety, such as bullying and that they feel confident to seek support from school should they feel unsafe.

Roles and Responsibilities

The Head Teacher has overall responsibility for the policy, its implementation, liaising with the governing body, parents/carers, the LA and outside agencies.

The HT will...

- Ensure policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implement the policy and monitor its effectiveness in practice
- Ensure evaluation takes place and that this informs policy review
- Manage bullying incidents
- Manage the reporting and recording of bullying incidents
- Assess and coordinate training and support for staff and parents/carers where appropriate
- Coordinate strategies for preventing bullying behaviour

The nominated Governor with the responsibility for Anti-bullying (Behaviour) is the Vice-Chairperson.

Definition of Bullying

'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'.

Safe to Learn: embedding anti bullying work in schools (2007).

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent; if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required.

What does bullying look like?

Bullying can include...

- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Why are children and young people bullied?

Specific types of bullying include...

- bullying related to race, religion or culture
- bullying related to special educational needs or disabilities
- bullying related to appearance or health
- bullying relating to sexual orientation
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying

There is no hierarchy of bullying, all forms should be taken equally seriously and dealt with appropriately.

Bullying can take place between...

- young people
- young people and staff
- between staff
- individuals or groups

Reporting and Responding to Bullying

All reported incidents will be taken seriously and investigated involving all parties. The steps taken by the school can be outlined as follows...

- Interviewing all parties
- Informing parents
- A range of responses appropriate to the situation: - solution focused, restorative approach, circle of friends, individual work with victim, perpetrator, referral to outside agencies if appropriate

- Referral to Behaviour policy and school sanctions and how these may be applied including what actions may be taken if bullying persists
- Follow up especially keeping in touch with the person who reported the situation, parents/carers
- Support for the victim and the bully.

Recording Bullying and Evaluating the Policy

Bullying incidents will be recorded by the HT. The information stored will be used to ensure individuals incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy. Any information will be presented to the governors.

Strategies for Preventing Bullying

As part of our ongoing commitment to the safety and welfare of our pupils, have developed the following strategies to promote positive behaviour...

- Involvement in SEAL.
- Involvement in Healthy Schools
- Anti-Bullying week annually in November.
- PSHE/citizenship
- Specific curriculum input on areas of concern such as Cyber bullying and internet safety
- Staff training and development for all staff
- Counselling and/or Mediation schemes

Links with other policies

Behaviour
Safeguarding Checklist
eSafety
Equalities Opportunities
PSHE and Citizenship Policy