



ANTI-BULLYING POLICY

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What is bullying?

Bullying is any ongoing behaviour that is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked, persistent and can continue for a long period of time. It always reflects an abuse of power. Bullying behaviour can include:

- Physical aggression, such as hitting, kicking, taking or damaging possessions.
- Verbal aggression, such as name-calling, threatening comments, insults, racist remarks, teasing, sending nasty notes or making nuisance calls.
- Indirect social exclusion, such as deliberately leaving someone out, ignoring someone, spreading rumours about someone or about their family.
- Extortion, such as demanding money by threats.
- Cyber-bullying; using e-mail, text message or social networking to 'target' an individual.

Racial, sexual or homophobic harassment involves the same kinds of behaviour directed against someone because of their cultural or ethnic identity, their gender or sexuality.

Bullying can occur at any time of the day and at any place around the school. It can be difficult to identify because it is often subtle and rarely witnessed by adults. Therefore, it is the responsibility of all staff to be aware and to deal with any incidents or reports by others to them. **We are a 'TELLING' school.** This means that anyone, who knows that bullying is happening, is expected to report it to a member of school staff. Senior Leaders monitor reports of all forms of bullying on a daily basis.

How should staff deal with bullying?

Teaching staff:

- If a pupil is concerned, intimidated or worried by the behaviour of another pupil then the situation must be dealt with, not ignored.
- It is important to make time to listen. This may mean suggesting an alternative time when you can do so.
- If the situation appears to be a single, small-scale event, a brief record and warning should be a sufficient response, as bullying represents an ongoing targeting of individuals or groups.
- A brief record of any incident should be passed on to the relevant Hub using email or, if appropriate, through SIMS behaviour incident entry (Other – Bullying (is serious or persistent)). This is to maintain an overview of each pupil in case the aggressor has been involved in this kind of behaviour to other pupils.
- If you consider the bullying to be motivated by prejudice such as racism, homophobia or sexism then it should be logged also on CPOMS after being investigated by the Hub. Any wider safeguarding concerns such as vulnerability to extreme ideology can then be addressed.
- Do not bully the bully - this only reinforces the anti-social behaviour.
- Condemn the behaviour as unacceptable, not the person.
- If an incident seems to be part of a bigger problem then involve the relevant Hub to further investigate.
- Remember that it is vital to support the victim(s), not just to identify the bullies.

Other staff:

If you witness a bullying incident:

- Deal with the situation, do not ignore it.
- Make it clear to the pupils that bullying of any kind is not acceptable.
- Ensure that the victim is safe and feels supported.
- Make a brief record of the incident and pass it to the relevant Hub by email or, if appropriate, through SIMS behaviour incident entry (Other – Bullying (is serious or persistent)).

If a child tells you that s/he is being bullied:

- Listen to the student's story, or, if that is not immediately possible, arrange a time when you can listen.
- Explain to the pupil that you will need to pass on any information to the Hub.
- Inform the Hub as soon as possible by email.

If a parent /carer approaches you about an incident of bullying:

- Listen to what the parent/carer has to say.
- Explain to the parent/carer that you will pass on the information to the relevant Hub who will contact them for more details.
- Inform the Hub in writing (preferably email).

We must respond to bullying by educating students about its unacceptability and how to respond to it whether a victim or an onlooker. We must deal with incidents, which are observed or reported, in a sensitive, effective and consistent way. If students are to feel able to report these concerns then they must be treated seriously. We must create an environment of consideration, respect and openness.

When a situation requires investigation or follow-up try to ensure that any victim is safe, supported and able to communicate concerns whilst at school. Both parties should be allowed to give their view of events and asked to record these in writing. This may need help from an adult or external agency in some cases. All discussions should be recorded and kept in the pupil's file.

Parents should be informed of the situation and involved if the problem is a reoccurring one. Make clear statements to pupils and parents that bullying of any kind is not acceptable either in the school or outside the school. Aggressors should be counselled and advised of correct behaviour and the consequences of further bullying. Whenever appropriate we should seek to reconcile opposing parties and seek appropriate apologies. We offer a Restorative Justice approach where a "no blame" environment can help both parties understand the behaviours, their impact and move forward constructively. This gives each party the opportunity to resolve the problem in a non-threatening manner known to work for both the victim and the perpetrator.

Bystanders and friends of the aggressor who support her/him should also be counselled about their role in condoning the unacceptable behaviour.

When a situation has been resolved, victims should be praised for their bravery if they have reported the incident and must be encouraged to tell of any further problems. The situation must be monitored regularly afterwards.

Further consequences for aggressors depending on the severity and whether this is an issue that is reoccurring may include:

- Break and lunchtime detentions.
- After school detentions.
- Interviews in school with parents.
- Change of tutor-group.
- Referral to SLT.
- Work with external agencies.
- Exclusion.

Further support for victims may include:

- Referral for counselling support
- Referral for protective behaviours support or Boomerang group/intervention from the inclusion team
- Key adult in school who they can go to
- Mentoring