



# **Anti-Bullying Policy**

CSM Sub Governors

This policy has been produced in conjunction with the latest guidance

**D Hague**  
**September 2015**  
**Review September 2017**

The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied.

*“We believe that all students are unique and of equal value regardless of academic ability, gender, sexuality, ethnic origin, religion or belief, disability or social economical background”.*

Written by: Mr C. Beckett & Mrs D. Hague



The aim of the anti-bullying policy is to ensure that students 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.**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

### **Types of Bullying**

There are many forms of bullying, they included:

- Physical hitting, kicking, spitting and theft of personal belongings
- Racial racial comments/remarks or gestures
- Sexual homophobic or sexist remarks
- Verbal name calling, teasing or offensive remarks
- Cyber threats, offensive comments through the use of social networking site, Texting and emails
- Emotional isolation from social group or spreading rumours

With regard to homophobic bullying this is a specific form of bullying and occurs when bullying is motivated by prejudice against lesbian, gay, bisexual or transgender people, or against those perceived to be lesbian, gay, bisexual or transgender.

It can also be targeted towards students who are seen to be “different” in some way for example, others may consider the individual shy or the student may have an individual style or music preference; in this way a person’s identify is used to abuse them.

It is also important to remind parents/carers that many social networking sites have age restriction applied to them and that the **parents/carers must be responsible in monitoring any internet usage even on age appropriate sites.** Information and guidance on internet and social networking sites is incorporated in the Year 6 transition package and on the schools website.

Change in behaviour can be an indication of bullying some of which are; bad tempered, tearful, poor behaviour, nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of change in work patterns, lacking concentration or truanting from school. Students should, and must be encouraged to report bullying in school.

**If you are being bullied - TELL AN ADULT – unless the school is aware we can’t help or deal with it.**

### **Statutory Duty of the School**

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act and the Headteacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying amongst students and bring these procedures to the attention of staff, parents/carers and students.

#### **Implementation**

**The following steps may be taken when dealing with bullying incidents:**

- If bullying is suspected or reported, the incident will be treated as a matter of urgency by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the appropriate Form Tutor and a member of the Pastoral Team and Head of Hall
- A designated member of staff will interview all concerned and will record the incident.
- Subject teachers will be advised of the problem.

- The appropriate sanction/disciplinary will be agreed by a member of the Senior Leadership Team upon a full investigation.
- Parents/carers will be kept informed at all stages and will be notified of any further issues.
- Child Protection/Safeguarding concerns must be reported immediately to the schools CPLO/DCPLO
- If appropriate and with parent/carer consent the school's Police Liaison Officer may support the incident if a criminal offence as occurred.

**Students who have been bullied will be supported be:**

- Offering an opportunity to discuss their experience with their Form Tutor, Pastoral Manager or a member of the Senior Leadership Team
- Continuous support from Form Tutor and Pastoral Manager
- Counselling to restore self-esteem and confidence
- An opportunity to be involved in a mediation meeting with the perpetrator

**Students who have bullied will be helped by:**

- Discussing what happened
- Discovering why the student became involved in such behaviour
- Establishing the wrong doing and educate on the need for change
- Inform parents/carers to help change attitudes/behaviours of the student
- An opportunity to be involved in a mediation meeting with the victim
- Appropriate sanction to be agreed by a member of the senior leadership team.

**If you see bullying - TELL SOMEONE**, being a bystander is almost as bad as being a bully.

As well as telling someone, you can help to stop bullying by:

Being friendly and supportive towards others and include them in your activities

- Don't laugh when someone is being bullied
- Speak out loud and say you don't like what is happening
- Don't join in

**What Parents/Carers can do:**

- Encourage your child to be tolerant of others and be a positive role model
- Look out for changes in behaviour; feeling sick, reluctance to attend school, bad temper, tearful or generally unhappy
- Contact the school immediately. Don't leave it and believe it will go away, remember we can only do something if we know about it.
- Encourage your child to speak to an adult in school
- Talk to your child and listen to what they have to say
- Work with the school in supporting the process
- In extreme cases as well as involving the school you may also wish to inform the police

## **Staff roles and responsibilities**

- Staff to be made aware of unacceptable behaviour from a student or group of students towards a student or group of students and challenge the behaviour and ensure it is followed up by the appropriate member of staff in school e.g. Form Tutor, Pastoral Manager
- Ensure all concerned are safe
- Record the incident ensuring it is signed and dated, passed on to relevant member of staff
- Staff to be respectful towards students and to be positive role models
- **In line the Children's Act 1989 staff must consider any Child Protection/Safeguarding concerns and report them immediately to the schools CPLO/DCPLO**

## **Education and Inspection Act 2006**

The Education and Inspection Act 2006 empowers Headteacher's, to such extent as is reasonable, to regulate the behaviour of students when they are off school site. The above act empowers staff to impose disciplinary sanctions for inappropriate behaviour within the community. The school is also committed to educating our young people on good behaviour and respect for others within our community and the wider community.

The Schools' teaching and support staff have received appropriate training to identify students who are being bullied. They must be alert to the signs of bullying and act promptly and firmly against it in accordance with school procedures.

### **The following disciplinary steps can be taken:**

- Official warnings to cease offending behaviour
- Community involvement in school
- Removal of privileges/activities
- Detention
- Exclusion from certain areas of the school premises
- Seclusion on or off site
- Minor fixed term exclusion
- Major fixed term exclusion and permanent exclusion in extreme incidents

Within the curriculum and by working with the Police Community Liaison Officer the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, and specific events such as "Watch Your Image" , in an attempt to eradicate such behaviour.

### **Monitoring, Evaluation and Review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

### **Seclusions**

These will occur at the offsite seclusion unit or in the school's isolation room. Seclusion will be for first time offence, minor incidents and for certain students where exclusion is not appropriate; this will offer an opportunity to modify behaviour. It will also form part of the school's reintegration strategy.

## **Exclusions**

Exclusions are used in exceptional cases only and when the nature of the behaviour is such that the school wishes to signal strong degree of disapproval. Such behaviour includes physical violence to students or staff, verbal abuse to students or staff, persistent bullying behaviour towards other students, consistent poor behaviour, over a sustained period and persistent disruption to the learning of others.

The decision to either exclude or seclude is at the discretion of the Headteacher or in the Headteachers absence a delegated member of Senior Leadership Team.

Students against whom such action is taken are not normally re-admitted unless an undertaking is given concerning future conduct. Parents/Cares are required to be present at the re-admission. In some cases an interview may take place with a Governor present.

