



EXAMPLE POLICY

ANTI-BULLYING POLICY



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Approved by the Governing Body	Date
Headteacher:	Signed:
Chair of Governors:	Signed:

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. 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.

Why do we need an Anti-Bullying Policy?

Persistent bullying can severely inhibit a child's ability to learn effectively. The negative effects of bullying can have an impact on a person for their entire life.

This school wishes to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour. Therefore this policy promotes practices within the school to reinforce our vision, and to remove or discourage practices that negate them.

What is Bullying?

Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying can be emotional, physical, racist, homophobic, biphobic, transphobic, verbal or cyber. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Pupils who are being bullied, may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults.

There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Bullying can take many forms including:

- **Physical** bullying which can include kicking, hitting, pushing and taking away belongings;
- **Verbal** bullying which includes name calling, mocking and making offensive comments;
- **Emotional** bullying which includes isolating an individual or spreading rumours about them;
- **Cyber-bullying** where technology is used to hurt an individual – for instance text messaging or posting messages/images on the internet or any form of social media
- **Racist** bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- **Sexual** bullying is where someone makes unwanted physical contact or makes sexually abusive comments.
- **Homophobic and biphobic** bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.
- **Transphobic** bullying occurs when bullying is motivated by a prejudice against people who identify as trans
- **Disablist** bullying occurs when bullying is motivated by a prejudice against people with any form of disability.
- **Sexist** bullying occurs when bullying is motivated by a prejudice against someone because of their gender

With the advance in new technologies, school is aware there is an increased risk of cyber bullying using e-mails, instant messenger, social networking sites, and public websites inappropriately. Therefore our school has an ICT user's policy which all students and parents sign, along with a separate E-Safety policy.

Some warning signs that a student is being bullied

- Changes in academic performance
- Appears anxious
- Regularly feeling sick or unwell. Wanting to visit the nurse regularly. Reluctance to come to school.
- Clothes/bags torn or damaged.

- Money/possessions going missing.
- Unexplained cuts and bruises.
- Unexplained behaviour changes, e.g. moody, bad-tempered, tearful. Unhappiness.
- Loss of appetite. Not sleeping. Loss of weight
- Seen alone a lot
- Not very talkative

Some reasons why people bully

- Desire to appear powerful
- Unhappiness
- Feelings of inadequacy
- Difficulties at home.
- Learned behaviour (They too have been bullied)

How to get help

Who students can talk to if they have any concerns about bullying?

- ✓ Form tutor
- ✓ Year Leader
- ✓ Subject teacher
- ✓ Mentor
- ✓ Peer Support group
- ✓ Subject Leader
- ✓ Leadership Group
- ✓ Learning Support Assistant
- ✓ School Nurse
- ✓ Education welfare Officer
- ✓ Office staff

Students can feel confident that any of the above will listen to their problem. Pupils who have been bullied will be supported by:

1. Offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
2. Reassuring the pupil
3. Offering continuous support
4. Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

1. Discussing what happened
2. Discovering why the pupil became involved
3. Establishing the wrong doing and need to change
4. Informing parents or guardians to help change the attitude of the pupil

Responses will vary depending on the nature of the incident, but may include:

1. Counselling
2. Use of a report card
3. Involvement of external agencies
4. Monitoring by Tutor/Head of Year
5. Peer support/peer mentoring
6. Formal recording (racism, hbt)
7. Use of Behaviour Agreement Contract
8. Liaison with parents/guardian/social worker
9. Internal exclusion
10. Fixed term exclusion
11. Permanent exclusion

Anti Bullying Procedures

It is made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly

Staff Responsibilities

- To implement procedures to confront bullying in any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action or to refer to Tutor/Head of Year/SMT as appropriate
- To record in the appropriate students' files and in the racist/HBT (homophobic, biphobic, transphobic) record if appropriate
- To share with parents of the victim and bully, incidents of persistent and/or serious bullying
- To implement appropriate procedures for a member of staff
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour

- To promote open management styles which facilitate communication and consultation within the school and relevant outside agencies when appropriate
- To model the values our school believes in from the mission statement
- To promote the use of interventions which are least intrusive and most effective.

Anti Bullying Strategies

Regular promotion of anti bullying in assemblies.

Use of CCTV within the school grounds to help with the prevention of bullying.

A duty rota for staff so they patrol key areas before school, break, lunchtime and after school

Annual questionnaires to research student views on how safe they feel in school

Self esteem and circle time work in the school's inclusion facilities

Anti bullying training for the Pastoral Leaders

PSHC lessons on anti bullying

A special e-mail address to report any incidents of bullying

One to one counselling from a trained sixth form team available every lunchtime

Strong teacher-student relationships so students feel comfortable in reporting any issues

Information talks from the School Police Liaison Officer

CEOP training for staff (Child exploitation online protection)

Information leaflet for students and parents about E-Safety

Anti-bullying advice to Parents / Carers

- A great deal of bullying is CYBER-BULLYING. Please regularly monitor your child's use of texting, Facebook, Twitter and other social media sites. Access to these is out of the schools control when your child is not in school
- TALK to your child on a regular basis, so any problem is easier to share
- LISTEN to what they say
- ENCOURAGE your child to feel good about themselves, realising that we are all different and equally important

- If you believe your child is being bullied, or is a bully, talk to other adults at home or at school and explore the options. **DON'T STAY SILENT**
- If your child is a victim assure them that it is not their fault and that you are going to do something to help
- Be realistic in your expectations, sometimes on-going problems can take time to resolve
- **TRY** to be co-operative with our school and not be aggressive. Without a good working relationship between parents and the school the situation could deteriorate, which won't help you or them
- **ALWAYS** remember that children can't solve bullying on their own. They **NEED** the support of parents/carers and our school

REMEMBER – IT IS NOT YOUR CHILD'S FAULT

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.