



Anti-Bullying Policy

Approved by Board of Directors

Date: 23 February 2015

Anti-Bullying Policy

Statement of Intent

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. Bullying of any kind is unacceptable at our school. 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.

1 Introduction

1.1 It is a Government requirement that all schools have an anti-bullying policy. In 2003 Ofsted published *Bullying: effective action in secondary schools*. This was followed by DfES guidance for schools under two headings: *Don't Suffer in Silence* and *Bullying – A Charter for Action*. This policy reflects this guidance and as a school we have signed up to the Charter for Action.

DfES guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to)

We recognise that Bullying can be:

Emotional	being unfriendly, excluding, tormenting
Physical	pushing, kicking, hitting, punching or any use of violence
Racist	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focusing on the issue of sexuality
Verbal	name-calling, sarcasm, spreading rumors, teasing
Cyber	all areas of internet, such as email & internet chat room misuse; Mobile threats by text messaging & calls; misuse of associated technology, i.e. camera & video facilities
Religious	because of, or focusing on the issue of religion

2 Aims and objectives

2.1 Bullying is wrong and damages individual children and hinders learning and wellbeing. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We further signpost external agencies who may help both parents and students in this respect and offer counselling and advice.

2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying. Prevention of Bullying and the positive promotion of Anti-Bullying through display and curriculum are promoted. We have Schemes of work embedded in Citizenship. We highlight National Anti-Bullying Week.

2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur.

2.4 We aim to make all stakeholders aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

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3 The role of directors

3.1 The board of directors supports the headteacher in all attempts to eliminate bullying from our school. The board of directors will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

3.2 The board of directors monitors the policy regularly and the Student Aspirations Team, along with other external agencies, will inform and contribute towards their work in this area. A termly review of Bullying referrals made will be carried out by the designated staff member to identify trends and develop ongoing work in this area.

4 The role of the headteacher

4.1 It is the responsibility of the Headteacher and designated member of staff to implement the school Anti-Bullying strategy, and to ensure that all staff (both teaching and support) are aware of the school policy, and knows how to identify and deal with incidents of bullying. The headteacher reports to the board of directors about the effectiveness of the anti-bullying policy on request.

4.2 The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in Shaftesbury school. All members of staff, draw the attention of students and whole school community to this fact at suitable moments.

4.3 The Headteacher ensures that all staff, including support staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying. This may include Restorative Justice Practice which is developing within Staff and Student / Peer Training in this respect.

4.4 The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When students feel they are important and belong to a friendly and welcoming school, having a sense of belonging to our House system and Vertical Tutoring system bullying is far less likely to be part of their behaviour. The Student Aspirations Team will contribute to this process and ethos and will contribute to the rewriting and appraisal of the policy. Students will Bi-annually work on a Student Behaviour Code to add to this process.

5 The role of the teacher and all other staff

5.1 All the staff in our school will take all forms of bullying seriously, and will seek to prevent it from taking place. This will be specified in staff handbook and induction and training.

5.2 If staff witness an act of bullying, they will either investigate it themselves and/or refer it to the correct personnel as detailed in our Rewards & Sanctions Policy via the Shaftesbury School Referral system. Teachers and support staff do all they can to support the student who is being bullied & will take into consideration their views of who they may feel that they can contact or talk to confidentiality (this can be a range of stakeholders from School Nurse & Counsellor to a Sixth Form Peer Mentor or Tutor). If a student is being bullied over a period of time, then, after consultation with the Headteacher, HOH informs the child's parents and a course of action will be decided upon relative to the Bullying issues and the individual student situation.

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5.3 Heads of House will monitor the On–Line Referral system for Bullying issues and a termly report from the designated member of staff will highlight trends and action taken. Copies of this will be sent to Headteacher and HOH. At lunchtime Mid-day Supervisors should report to HOH. Any adult who witnesses an act of bullying in school at any other time should report it to HoH office, an identified and publicised student member and or staff member.

5.4 When any bullying is taking place between members of a class, the teacher will deal with the issue immediately. The member of staff should always use the on-line Bullying Referral system & On–Call system. This may involve counselling and support for the victim and perpetrator, and investigation and sanctions for the perpetrator. There is a Restorative justice ethos in place and external agencies can support this process for Shaftesbury school staff; students, parents & Leadership through negotiation. Time is spent talking to the perpetrator explaining why their action was wrong and that student is encouraged to change their behaviour in future. If a student is repeatedly involved in bullying other children, we implement the Rewards & Sanctions Policy. We will invite the student's parents/ carers into the school to discuss the situation.

5.5 All members of staff will be asked to attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management. All staff are offered guidance in how to identify and deal with bullying in a culture of “Telling”.

5.6 Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Tutor time, within our House system, is used to praise, reward and celebrate the success of all students, and thus to help create a positive atmosphere.

6 The role of parents

6.1 Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's tutor or HoH immediately. If they are not satisfied with the response, they should contact the Headteacher.

6.2 Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

7 The role of Students

7.1 ***Pupils are encouraged to tell anybody they trust (staff or peers)*** if they are being bullied, and if the bullying continues, they must keep on letting people know. They are encouraged to keep a diary of incidents and reflections.

7.2 Pupils are invited to tell us their views about a range of school issues, including bullying, through the Student Aspirations Team. There is an identified Student Team that seeks to Peer Mentor and help in communicating such issues to all Stakeholders.

7.3 Older students, where necessary, act as Peer Mediators in particular, the Sixth Form, however through our Vertical Tutoring system with an emphasis on Leadership and Responsibility roles, all students take a role in the culture of “Telling” and responsibility for Bullying of any kind.

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8 Procedures

- 8.1 Report bullying incidents to staff, referral made and logged on-line
- 8.2 The bullying behaviour or threats of bullying must be investigated by staff and Heads of House and the bullying stopped quickly
- 8.3 An attempt will be made to help the bully (bullies) change their behaviour through a restorative justice approach
- 8.4 In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- 8.5 If necessary and appropriate, police will be consulted

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place in serious cases.
2. If possible, the pupils will be reconciled
3. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
4. In serious cases, suspension or exclusion will be considered

9 Monitoring and review

9.1 This policy is monitored by the headteacher, who reports to directors on request about the effectiveness of the policy.

This Policy needs to be read in conjunction with the Rewards and Sanctions Policy; Race Equality Policy, Equal Opportunities Policy.

Review:

Title of Policy	Anti-Bullying Policy
Adopted	February 2015
Cycle	Annual
Policy Prepared By	Mr Mark Blackman
Date of Next Review	Autumn 2017
Date:	Signed: