

ASHGATE CROFT SCHOOL

ANTI-BULLYING POLICY



Approved by Full Governors: 28th January 2019

Minute No.: 14/19

This policy should be read in conjunction with Child Protection / Safeguarding / Looked After Children / Allegations of Abuse / Moving & Handling / Recruitment / PSHE/Sex Education / Careers/Work Experience / Confidential reporting Code / Governors Induction / Staff Induction / Touch Policy / Pupil Behaviour Support / Acceptable Use of IT, the Internet and Electronic Communication / Equalities Policies.

School Aims

- For our pupils to feel valued and cared for as individuals and to feel happy and secure in a safe environment at school.

Aim and Objectives of our Anti-bullying Policy

Our aim is to provide a learning environment free from any threat or fear which will enable us to support the aspirations, achievements and welfare of everyone in the school community.

To achieve this aim Ashgate Croft's objectives are:

- To reduce and eradicate wherever possible instances in which pupils/staff are subjected to bullying in any form.
- To establish appropriate ways of dealing with bullying and providing appropriate support should an incident occur.
- To ensure all pupils, staff, parents/carers and governors are aware of this policy and fulfil their obligations to it.

Bullying – A Definition

Bullying is deliberate behaviour or aggression by one or more people which produces damaging or hurtful effects, physically or emotionally to any individual. It happens "several times on purpose" and it is usually difficult for those being bullied to defend themselves. It may be aimed at certain groups e.g. because of race, religion, gender or sexual orientation.

Categories of Bullying

- **Physical:** Kicking, hitting, pushing, taking belongings, damaging others' property.
- **Emotional:** Name calling, taunting, mocking, offensive comments or graffiti, gossiping, inappropriate text or internet messages including offensive or degrading images by mobile phone, social networking or e-mail, rumour mongering.
- **Neglect:** Blanking, ignoring, excluding from groups.

- **Sexual:** Unwanted physical contact or sexual display or gesture, sexual innuendo or imagery including that created by text, social networking or e-mail.
- **Homophobic:** When any of the above are accompanied by or consist of the use of terms such as gay, queer, Lesbian, lezzy etc by those doing the bullying.
- **Cyberbullying:** The use of electronic communication to bully a person. Electronic technology includes devices and equipment such as cell phones, computers, and tablets as well as communication tools including social media sites, text messages, chat, and websites.

Bullying is not two people having a disagreement or falling out over something.

Values and Beliefs Underlying this Policy

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- The school recognises the detrimental effect on anyone who may be subjected to bullying (pupils and staff) and will work actively to combat all bullying behaviour. Incidents relating to bullying of staff will be dealt with following Local Authority guidelines.
- Both those who are bullied and those who bully will be treated in a supportive manner.

Prevention of Bullying

As a school we are committed to providing a happy, safe and secure environment for all our pupils. One way we try to achieve this is by adoption of positive strategies to prevent or discourage bullying.

These are some of the strategies we employ:

- We foster group work and co-operative learning.
- We provide opportunities for pupils to discuss their feelings and concerns with staff.
- We provide opportunities for pupils to develop positive relationships and understanding of their peers, eg through Sherborne, Personal, Social, Health and Economic education (PSHE), circle time, R-time, Personal skills.
- We promote an atmosphere of openness.
- We provide opportunities to explore issues related to bullying and other inappropriate behaviour, eg circle time.
- We have processes in place to supervise pupils carefully.
- We listen to pupils.
- We display the pupil friendly anti-bullying policy. The policy uses photographs of pupils signing the words '*see it, stop it, get help*' and also uses symbols so it is appropriate for our pupils.

Dealing with Bullying

It is important that everybody understands that bullying is *unacceptable* wherever it happens.

Adults must be aware of bullying in all forms and understand that progress in technology means that methods of bullying evolve rapidly. Training is provided to *all* staff including training on homophobic bullying.

When cases of bullying are revealed, they should always to be dealt with urgently and thoroughly.

Actions to Combat Bullying

- Implementation of the school's Behaviour Policy.
- School will have a named member of the Leadership Team (currently Ali Rodgers) who has overall responsibility for anti-bullying.
- School will have a named member of staff for the coordination of anti-bullying (currently Ali Rodgers).
- School will have a named Governor (currently Lisa Hodgson) with responsibility of anti-bullying.
- School will have an interest group for anti-bullying which will include the named member of staff responsible for anti-bullying, a member of non-teaching staff, a midday support assistant and at least one pupil.
- The school council will have an agenda item when required regarding anti-bullying.
- Allocation of specific roles and responsibilities in order that incidents may be detected, behaviour monitored and appropriate support delivered.
- All incidents will be recorded electronically on an ABC sheet using IRIS and considered by a member of the Leadership Team.
- A log will be kept regarding bullying incidents.
- Communication of the policy in order to ensure that staff, parents/carers, pupils and governors are aware of the policy and their individual responsibilities.
- Staff training to ensure that all responsibilities in respect of this policy can be delivered in a competent, caring and efficient manner.
- Constant review of preventative measures (eg supervision levels) in an effort to reduce the risks of bullying behaviour occurring.
- Review of areas within the school as 'hot spots' for bullying. This will be done in conjunction with pupils.
- Staff and Mid-day Support Assistants will ensure that students are offered and/or supported in engaging play.
- At least 1 assembly each term per department will have an anti-bullying theme.
- School will take part in the Anti-Bullying week each year which will involve joint activities, class based, department and whole school activities.

Stages in Managing Bullying in School

1. Pupils are encouraged to tell staff and parents/carers of any incident of bullying relating to themselves or other pupils. Staff will use a variety of ways to ensure that pupils have the opportunities to raise such issues, if necessary, confidentially.
2. Staff will make every effort to watch and listen carefully for any signs of bullying and be prepared to act on it.
3. When an incident of alleged bullying is reported or observed it will be investigated initially by a member of the class staff who will complete an ABC sheet on IRIS for consideration by a member of Leadership Team.

4. When investigating the incident the member of staff will listen carefully and make accurate notes on what has happened. Both parties will be listened to and if necessary third parties as required. Staff will deal sensitively with the investigation in order to avoid making the situation worse for the victim of the bullying.
5. If bullying is revealed staff will deal with the bullies in an appropriate way with reference to the sanctions outlined in the school Behaviour Policy. There will be an emphasis on helping the bully to identify why their behaviour is wrong and looking at how they can change it. The appropriate behaviour support link person will discuss the incident with the class team and an Individual Behaviour Plan will be devised or the current one reviewed and amended as necessary to address the bullying behaviour.
6. All incidents of bullying (bully or victim) will be reported to parents/carers by telephone or in writing. Parents/carers of children who repeatedly demonstrate bullying behaviour will be invited into school to further discuss how they can support the school by helping with their child's behaviour support programme. If there is no improvement it may be necessary to involve other agencies. Cases of serious bullying could result in temporary exclusion from school.
7. A log of incidents will be kept in school (IRIS system) and the anti-bullying coordinator will have a copy of the log.

Involvement of Pupils

It is important that pupils recognise the difficulties staff may encounter in ensuring that the Anti-bullying Policy is effectively enforced. In this regard pupils are expected to:

- Report all incidents of bullying to a member of staff.
- Act in a respectful and supportive manner to their fellow pupils reporting any suspected incidents which the victim may be afraid to report.
- Support the aims and objectives of this policy and keep the school rules.
- Refrain at all times from any behaviour which could constitute the bullying of fellow pupils.

Involvement of Parents/Carers

We believe as part of our School Aims that parents/carers should feel valued and involved in their child's education. This also applies to behaviour.

The school relies very much on pupils and parents/carers alerting staff of a problem. A parent/carers forum is held on a bi-annual basis within school and all parent/carers are invited. An On-line forum will also be held biannually which will include information regarding cyberbullying. Early identification of any problem helps us to solve it more quickly. Parents/carers should be aware that the school need to be informed if there are problems/worries at home that might affect their child's work or behaviour.

Parents/carers can help school by:

- Stressing to their child the importance of sociable behaviour.
- Reporting to us any misgivings they have concerning behaviour.
- Actively endorsing and supporting the Anti-bullying policy.

- Noting that it is never appropriate to use physical violence against, or in any other way to seek revenge on a bully.

Children's Rights

Within Anti-bullying the Children's Rights which are developed are:-

Article 3 – the best interests of the child must be the primary concern and all adults must do what is best for the child.

Article 7 – Every child has the right to a birth registration, name, nationality and care.

Article 12 – Children have the right to say what they think.

Article 13 – Children have the right to freedom and expression.

Article 14 – All children have the right to think and believe what they want and to practise their religion as long as they are not stopping others from enjoying their rights.

Article 15 – All children have the right to freedom of association.

Article 16 – Children have a right to privacy.

Article 19 – All children have the right to be protected from being hurt and mistreated, physically or mentally.

Article 23 – Children who have any kind of disability have the right to live full and Independent lives.

Article 28 – All children have the right to education.

Article 29 – All children have a right to an education which should develop each child's personality, talents and abilities to the fullest.

Article 31 – All children have the right to leisure, play and culture.

Articles taken from the United Nations Conventions on the Rights of the Child.

Evaluation and Review

In order to assess the effectiveness of this policy the following standards will be used as a means of measuring performance:

- The identification of a baseline with regard to instances of behaviour that could be defined as bullying.
- Comparison of data on a termly basis.

Ultimate responsibility for its implementation rests with the Headteacher who will consult with the Governing Board. However, all pupils, parents/carers and staff have an active role to play in the development and maintenance of this policy.

References

- United Nations convention of the rights of the child – unicef.org.uk/crc/op