

## Anti-Bullying Policy

---

Bullying is anti-social behaviour, is unacceptable and will not be tolerated. It is only when all issues of bullying are addressed that all members of the school community will be able to fully benefit from opportunities offered to them. All students have the right to be protected from harm.

We strive to ensure that a framework is created where each member of the school community can talk about their feelings and feel that they have someone to whom they can talk if they are being bullied or are aware of others being bullied.

At all times, we wish to stress that it is the bullying behaviour that is unacceptable and not the persons themselves. We have a programme of support and guidance to improve the behaviour of those responsible for bullying.

### **DEFINITION:**

Bullying is deliberately hurtful behaviour, both physically and emotionally, repeated over a period of time, where it is difficult for those being bullied to stand up for themselves. Underlying most bullying behaviour is an abuse of power and a desire to intimidate and dominate.

Bullying is not an inevitable part of school or working life. No one person or group, whether staff or student, should have to accept this type of behaviour and only when all issues of bullying are addressed, will all members of Bournville School be able to benefit from the opportunities available.

Bullying can occur through several types of anti-social behaviour (however the following list is not exhaustive):

- Physical: e.g. hitting, kicking, theft, damaging belongings
- Verbal: e.g. name calling, insulting, repeated teasing, derogatory or discriminatory language.
- Indirect: spreading rumours, excluding someone from social groups
- Implemented through technology (cyber bullying): e.g. text messaging, e-mails, inappropriate filming by camera phone, internet or text messaging, social media etc.
- Threatening behaviour: e.g. extorting money with the threat of violence
- Behaving differently towards people of equal status: e.g. unreasonable requests

Prejudice based bullying may include bullying targeted at others because of their disability, special education needs, race, religion, sexuality (e.g. LGBT), gender, poverty etc. Prejudice based bullying may take any of the above forms. All forms of prejudice will be challenged at Bournville school.

Bullying behaviour can be very subtle where once a bullying relationship has been established, the person/s responsible for the bullying may only have to look threateningly to reinforce their victim's fear.

### **WHAT TO LOOK FOR:**

- Changes in behaviour: e.g. becoming shy, nervous, feigning illness, taking unusual absences.
- Changes in work or attendance and lack of concentration

### **KEY POINTS:**

- Each member of the school community must be encouraged to report bullying
- All staff working in the school must be alert to the signs of bullying and act promptly and firmly against it.
- The sanctions for bullying of any kind should be brought to the attention of students, staff and parents/carers.

All incidents of unacceptable and bullying behaviour will be recorded on the Bullying Log and an agreed range of graded sanctions will be applied to demonstrate to the individuals involved how seriously the matter is taken. Parents/carers will be informed of all serious incidents. Where appropriate, the perpetrator(s) will be given help or advice to change their behaviour. The victim(s) will be offered support, and informed of the outcome once they have reported bullying.

### **STRATEGIES FOR PREVENTION OF BULLYING:**

Awareness of bullying can be raised through;

- a) The curriculum
- b) A whole-school approach
- c) Tutor-time discussions

#### **a) The Curriculum:**

The aim is to give bullying as high a profile as possible with all faculty areas incorporating a focus on bullying wherever possible to promote an anti-bullying ethos. Faculties identify and share examples of good practice of behaviour management in faculty meetings and in Associate Assistant Headteacher meetings.

**b) A whole-school approach:**

An anti-bullying ethos is emphasised through assemblies, and through year group assemblies in particular, through staff training, through the PSHE / Guidance programme, student voice, with parents/carers and with associates. As part of this we celebrate difference and ensure that students understand that prejudice and prejudice based bullying are not acceptable.

All staff, teaching and non-teaching, reinforce the policy through all areas of school life and as a school we strive to:

- Organise the school community in order to minimise opportunities for bullying e.g. increased supervision at break and lunchtimes, training and appointment of Student Support Officers to help resolve more minor disputes.
- Deal quickly, firmly and sensitively with any complaints, involving parents, where necessary.
- Review the anti-bullying policy and its degree of success via student voice.
- Have a firm but fair discipline structure with simple rules to follow and easy to understand. The Bournville school rules are to a) put learning first b) follow all staff instructions c) keep your hands feet and belongings to yourself d) do not do or say anything that hurts someone else e) be proud to be a Bournville student.
- As part of our discipline structure we enforce a "no contact" policy.
- Ensure that the anti-bullying policy links with the Behaviour Policy and the school's behaviour framework (Red, Amber, Green).
- Encourage students to discuss their relationships with others and to form positive attitudes towards others through tutor time discussions
- Treat bullying as a serious offence and take every possible action to eradicate it from our school (Please see Behaviour Policy).
- Ensure that all areas in the school are safe for all students via feedback from students via student questionnaires and student forums. Provide areas for more vulnerable students to use e.g. Library, Homework Clubs, lunchtime clubs.
- Involve students in policy decisions and reviews.

**c) Tutor time:**

- Regular, planned whole-group discussions regarding forming positive relationships and how to react to bullying situations.

**REPORTING BULLYING:**

Students are to be encouraged to report any incidents of bullying to their parents, form tutors, SSO's and Pastoral Leaders wherever possible, or to any other member of staff.

Students can also report bullying via the SHARP system via the home page of the School website. This message is immediately sent to an Assistant Headteacher.

Any incident of bullying, however small, should be reported immediately, ideally by the victim(s) or friends. Students are taught that silence is the bully's greatest weapon and are encouraged to:

- Tell themselves that they deserve respect, they do not deserve to be bullied and that it is wrong
- To have self-respect, be proud of who they are and that it is good to be an individual
- Try hard not to show that they are upset as bullies often thrive on the fear of others
- Try to be assertive and walk confidently away and report the incident to a teacher or to another adult
- Students will be reassured that teachers will deal with the bullying incident in a way that will end it and not make things worse for them. Action will only be taken after consultation with students and / or parents.
- Pastoral Leaders and SSOs log incidents of bullying in order to draw up any recurring patterns in terms of both victims and perpetrators. All information is treated sensitively and is only used as a basis for action when appropriate.

#### **PARENT/CARER LIAISON:**

If parents have any concerns about bullying issues, they are asked to contact their child's form tutor or the appropriate SSO in the first instance. Parents are also encouraged to:

- Advise their child to report an incident of bullying promptly rather than retaliate. Fighting back will only make matters worse.
- Look for unusual behaviour e.g. suddenly not wanting to attend our school, feel ill re.g.ularly etc
- Take an active role in their child's education by enquiring how their day has gone, how they spent lunchtime etc
- Contact the school immediately if they feel their child may be a victim of bullying behaviour
- Some children may well feel that they are being bullied because there is something wrong with them. In most cases, parents should reassure their children.
- In a minority of cases, parents may feel concern that aspects of their child's behaviour may well be a contributory factor to the bullying they are experiencing. Parents are urged to contact the school immediately in order to work together on alleviating this.
- Give their child the confidence to ask for help

- Sign the Home' School Agreement to support the policy. (All parents and students are asked to sign the agreement during the Induction process for new students)

## **PROCEDURES FOR RESPONDING TO ALLEGATIONS OR INCIDENTS OF BULLYING:**

The following steps are taken when dealing with bullying incidents:

- If bullying is suspected or reported, the incident should be passed on immediately to the Form Tutor, SSO or Pastoral Leader, who will record a clear account of the incident.
- The appropriate SSO will liaise with both victim and bully.
- All students concerned will be interviewed, asked to write a statement, and the incident recorded.
- LT are informed where necessary.
- Pastoral Leaders may decide to refer either or both the victim and/or the bully to a Peer Mentor or Learning Mentor, as appropriate, to focus on aspects of behaviour or self-esteem.
- Parents/carers should be kept informed
- The Method of Shared Concern is used in all cases where the lead member of staff will discuss the issues behind the incident(s) with both bully and victim and try to reach a resolution for all parties
- In order to encourage a positive change in the motivation of the student who has bullied and to offer support for the victim, a Restorative Justice response may be undertaken. This method involves healing emotional damage and making sure that fairness and justice prevails. Its main purpose is to ensure that the student(s) who has caused the harm understands the impact of their behaviour.
- Punitive measures may be used as appropriate and in consultation with all parties concerned. (Please see Behaviour Policy)
- Sanctions may take the following forms
  - a) a formal verbal warning noted on student record
  - b) missing an activity which the student normally attends
  - c) a detention
  - d) parents informed
  - e) student(s) may be formally excluded from the school premises **at lunchtime** for a period of up to 10 days.
  - f) if the bullying persists after a formal warning, a short fixed term exclusion may be issued, the LA will be informed, parents will be required to attend a return to school interview with the pastoral leader and a contract of agreed behaviour signed
  - g) if the bullying continues after this stage, the bully and parents will be required to appear before a member of the Leadership Team, and/or the Associates

Disciplinary Group, and will then be referred to the External organisation for in-school support

h) if all the above fail, the student may be recommended for Permanent Exclusion (Please see Exclusions Policy)

- In order to encourage responsible and respectful behaviour from all students, appropriate behaviour is rewarded using our rewards system.

### **SUPPORT:**

All members of the school community who have been bullied should be offered an immediate opportunity to discuss the experience with someone appropriate of their choice. They should reassure the victim and help restore their self-esteem and confidence.

### **MONITORING AND REVIEW:**

This policy will be reviewed with reference to the bullying log, student voice, student forums and tutor time discussions.

Feedback from this information, with recommendations, will be presented in LT meetings, AAHT and Pastoral Leader meetings. Action from the recommendations will then be agreed and actioned by LT.

All staff issues will be dealt with via school policies (e.g.: Grievance Policy, Whistleblowing policy and Disciplinary Policy).