



# Anti-Bullying Policy

<b>Approved by:</b>	The IEB		
<b>Responsible department:</b>	Leadership team		
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<b>Next review due:</b>	Autumn term 2025		

## **Principles**

All students have the absolute right to be educated in a safe and secure environment and to be protected from anyone who wishes to harm, degrade or abuse them.

The school has a responsibility to respond to incidents of bullying and to emphasise to staff, students and their parents/carers the school's commitment to thoroughly investigate all incidents of bullying so that all students can enjoy a safe learning environment.

## **Definition**

School bullying is defined as a deliberate physical or psychological harassment of a child by another child, while at school, or on the way to school or whilst at home.

Reference: The Anti-Bullying Alliance 2013 [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

Bullying can be Verbal, Physical, Coercion, Emotional, Indirect and Cyberbullying.

It may happen by some or any of the following:

- **Verbal** – Threatening or intimidating behaviour, name calling, put downs and sexual, racial, sectarian remarks.
- **Physical** – Kicking, punching, hitting, spitting, biting or tripping someone up, damaging belongings or work.
- **Coercion** – Threats or forcing someone to do something they do not want to do.
- **Emotional** – Rejection and isolating tactics, staring or threatening looks, playing on fears or sensitivities, remarks about physical appearance and taking friends away.
- **Indirect** – Lies and rumour spreading, talking behind a person's back, using chatrooms or web pages to spread or invite hatred.
- **Cyberbullying** – any intentionally hurtful or humiliating messages, images, rumours, or insults using technology. Inciting hatred or bullying on Social Networks, in chatrooms or using mobiles. Misuse of photos, hacking people's accounts or passwords leading to bullying.

Reference: Bullying Intervention Group 2014 – [www.bullyinginterventiongroup.co.uk](http://www.bullyinginterventiongroup.co.uk)

## **Aims**

- To fulfil the school's statutory responsibility to respect the rights of children and to safeguard and protect their welfare.
- To address the problem of bullying through the implementation of the whole school policies and procedures.

## **Objectives**

- To raise awareness among staff, students and parents/carers about the issue of bullying to create an environment where bullying is seen as unacceptable.
- To be proactive in the prevention of bullying.
- To make staff, students and parents/carers aware of what actions to take when an incident of bullying has occurred.
- To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.
- To accurately record all incidents of bullying and to monitor the effectiveness of strategies implemented when bullying has occurred.
- To address the behaviour of the bullies with them in a fair manner in line with the school's behaviour policy and to provide guidance and support so that they can change their behaviour.

- To ensure that victims of bullying are fully supported through an individualised plan including extra supervision and monitoring.

## **Prevention**

### **Staff**

All staff will be made aware of the school's stance on bullying through whole School staff meetings and whole staff training and INSET. Staff will be encouraged to apply the antibullying policy consistently when episodes of bullying are witnessed by them or reported to them. Staff will regularly reinforce the message to students that bullying is unacceptable and will take positive action to prevent it.

We offer a very rich and creative curriculum, underpinned by values the school holds. This contributes strongly to pupils' outstanding spiritual, moral, social and cultural development. Pupils will have many opportunities to discuss and reflect on issues affecting the wider world and fully understand the need for tolerance and respect for others. This will prepare them well for life in modern Britain. Children will know that they can talk to any adults in school, and they know that adults will listen and respond to their concerns.

We will work with external agencies, such as the neighbourhood community team and the police to further strengthen relationships.

### **Students**

The issue of bullying will be raised with students on a number of levels including the following:

- Whole School level-through assemblies and key events where students will be informed about the anti-bullying policy, the procedures and the measures that will be taken if students bully one another. Anti-bullying assemblies will take place at regular intervals throughout the academic year.
- The PSHE curriculum will explicitly address anti-bullying lessons and will back up the anti-bullying assemblies that take place during designated weeks. Appropriate story books will be used age appropriately to support anti-bullying teaching and learning.
- All classes will have a 'worry box/ monster' which will actively be promoted and used and in some circumstances will provide the opening dialogue for a student who may not be ready to speak directly to an adult.
- National Anti- Bullying Week will be celebrated, and various events will take place including the involvement of parents.

### **Parents and Carers**

Parents/carers and students will be regularly consulted about their views on the effectiveness of anti-bullying strategies at the school. We will host workshops on anti-bullying to ensure parents/carers have a full understanding of bullying and the anti-bullying strategy.

Parents and carers will be informed of any incidents where their child has bullied or has been the victim of bullying.

### **Evaluation**

Data gathering and analysis of the data will be used to inform the development of future antibullying strategies and initiatives. The Anti-Bullying Policy will be reviewed every year by the Headteacher and the leadership team.

### **Documentation**

All episodes of bullying reported to staff either verbally or written will be recorded by designated staff on a confidential database. This will run in addition to the general behaviour logs.

All incidents of serious negative behaviour will be recorded on student records.

Incidents of bullying with a racist content or motivation will be recorded in line with the "Guidelines for dealing with racist incidents" by the Headteacher.

**Consequences** - See also Behaviour Policy

All incidents of bullying will in the first instance be resolved by class teachers, but the Headteacher will be informed. The following strategies may be used when responding to an incident.

- Talking to both parties involved and consequently any other parties named as part of the follow up investigation.
- Eliciting an apology, verbal or written from the perpetrator of the bullying to the victim.
- Contacting parents.
- Taking away break or lunch time of the perpetrator.
- Removals/In school isolation.
- Placing on report to monitor behaviour.
- Asking another adult to mediate between the bully and the victim.
- Use of rewards to promote more positive behaviour from the perpetrator.

Where incidents are more serious or sustained, parents/carers will be involved as a matter of course, fixed term exclusions or referrals to external agencies may be considered and an intervention programme undertaken.

### **Review and Reporting**

Recording of incidents, intervention and implementation of the anti-bullying policy will be quality assured by the Headteacher.

Anti-bullying will be a part of the Safeguarding report to the governors by the Headteacher for Additional Needs on an annual basis.