



Anti-Bullying Policy

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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.

This policy should be read in conjunction with the school's School Improvement Plan, the Equalities and Cohesion Policy, the Behaviour Policy, the Child Protection Policy and the Curriculum Policy.

The school is highly proactive in dealing with any issues of bullying quickly and effectively.

What Is Bullying?

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Through consultation with our stakeholders, via the School Focus Group, the Staff Forum and the Student Council, bullying can be defined as being:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- 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 focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email and internet chat room misuse and Social Networking sites, such as Facebook.
Mobile threats by text messaging and calls
Misuse of associated technology , i.e. camera & video facilities
- Transgender

Bullying can also take place indirectly through bystander action.

Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- does not want to go on the school/public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is anxious about a cyber-message received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures

1. Worries about bullying should be reported to any adult in school, with whom the student feels comfortable. That may include a member of the Senior Team, Year Team Leads, Academic Tutor or Subject Teacher. That adult will investigate and then inform the relevant Year Pastoral Leader - Care, Guidance and Support, who will decide what action to take. A record of this will be kept on the School's Bullying Log.
2. Alternatively, the student may choose to send an email to our Anti-Bullying Manager via the School's website. The Anti-Bullying Manager will check the 'inbox' on a daily basis and will liaise with the relevant Pastoral Care Guidance and Support Leader, who

will then decide what action to take. There are also confidential post boxes situated at the Student Reception.

3. Where the bullying is repeated over time with intent to hurt, where a bullying incident could have serious consequences for the victim, where other strategies have failed or are considered to be inappropriate because of the seriousness of what has happened or there is a reasonable possibility that making such a report could make the bullying less likely to recur and produce an outcome that helps the victim, the incidents will be recorded via the School's Bullying Log.
4. The bullying logs will be maintained by each Pastoral Care, Guidance and Support Leader and the Anti – Bullying Manager. Any incidents will be passed on to the Head's PA as soon as a record needs to be made on the log. She will transmit the information electronically to the Local Authority, using the NOHIB format (Notification of Hate Incidents and Bullying). A copy will be made and kept in a student's file.
5. Staff will ensure that evidence of cyber bullying is kept for evidence, such as text messages and screen shots from Social Networking sites such as Facebook.
6. The bullying records will be monitored and analysed by the member of SLT with a responsibility for Inclusion. This will be a regular agenda item in the Inclusion Team Meetings.
7. If the incident is recorded on the Bullying Log, parents should be informed and will be asked to come in to a meeting to discuss the problem.
8. If necessary and appropriate, the Police will be consulted, using the Challenge and Support Team and they may be asked to come into school to speak to the student(s) concerned. Parents will be informed if this is the case. In most cases a restorative justice approach will be used.
9. An attempt will be made to help the bully (bullies) change their behaviour, through Restorative Justice and/or intervention from the Inclusion Team. The school will use external agencies to support their work as appropriate.
10. Parents and children can access help via the CEOP button on the school website.

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place, in line with the school's Behaviour Policy, such as Formal Detention/Internal Exclusion or time in another School on a Disciplinary Placement. Instances of online bullying will be treated as seriously by school as any other form of bullying.
- 2) In serious cases external exclusion will be considered.
- 3) If possible, the pupils will be reconciled, using conflict resolution strategies such as Restorative Justice with support from the Inclusion Team and the Challenge and Support Team and it may be necessary to contact website providers to remove messages/ groups.
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. Peer mentoring/ support may be deemed appropriate.

Prevention

We will use strategies in accordance with the North Chadderton Behaviour Policy for helping children to prevent bullying. As and when appropriate, these may include:

- Reading/using the school's vision statement
- Signing a behaviour contract
- Having discussions about all aspects of bullying and why it matters, as part of the SOW SMSC/Assemblies
- Participating in counselling sessions
- Using Assemblies to promote conflict resolution, raise awareness of bullying, including cyber bullying, and to high profile successes.
- Raising awareness of cyber bullying through parental engagement events.
- Creating and maintaining relevant classroom/ corridor displays.
- Ensuring that staff are regularly updated with regard to e- safety through briefings and that it forms part of the Induction training for new staff.
- Participating in national/ local campaigns such as Anti- Bullying Week and E-Safety Week.
- Consulting parents/students regularly via questionnaires regarding their thoughts on child safety.
- By providing "safe spaces" at break/ lunch times.
- By taking advantage of external training opportunities such as cyber mentors.
- Peer Mentors providing support and guidance following training.

Evaluation of the policy

An evaluation of the policy will be made every two years, in consultation with the initial stakeholder groups using the following success criteria:

- A reduction in the number of bullying incidents
- Responses from the student questionnaires indicate that students feel safe
- Responses from the parental questionnaire indicates that they feel that the school deals effectively with bullying

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
CEOP button on school website	
Children's Legal Centre	0845 345 4345
Childline: www.ChildLine.org.uk	0800 1111
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online: www.bullying.co.uk	

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Please note: the source for this policy is Kidscape and the policy is in accordance with Government Guidelines

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.