



Anti-Bullying Policy Procedure and Guidance

2015-16

INTRODUCTION

PURPOSE:

The school is characterised by a spirit of freedom that includes respect for others, nurtures the growth of the individual and encourages students to begin to understand and experience their dignity as a person.

Our policy to counteract bullying should be seen in this wider context, as part of our overall Code of Conduct.

AIM(S):

St Peter's School believes that all students should be empowered to achieve and aspire to the best they can be, be treated with respect and treat others with respect, and enjoy their time at school. We are therefore committed to providing a caring and safe environment for all of our students so they can learn in an atmosphere of mutual respect for each other's views and approaches to life. Our aim is to provide a learning environment free of any threat or fear, which will enable us to support the aspirations, achievement and welfare of the school.

Bullying of any kind will not be tolerated and is unacceptable at St Peter's School. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell a member or staff. It is essential that students who do bully learn from their behaviour and realise the impact and damage they can cause as well as understanding that it is unacceptable behaviour whilst acknowledging the consequences of their actions and offering support and counselling if needed .

DEFINITION OF BULLYING

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of pupils.

Bullying is a form of abuse. It is a persistent, deliberate attempt to hurt or humiliate someone. There are various types of bullying, but most have three things in common:

- it is deliberately hurtful behaviour
- it is repeated over time
- there is an imbalance of power, which makes it hard for those being bullied to defend themselves.

Bullying takes many different forms:

- physical – including hitting, kicking, pushing, spitting or any use of violence

- verbal – name calling, persistent teasing, spreading rumour, writing awful things about someone, using offensive names when addressing another pupil
- emotional – deliberately excluding another student, tormenting
- sexual – unwanted physical contact, sexually abusive comments, homophobic abuse
- menacing – demanding money or possessions, or to copy homework, demanding the victim or bystander’s silence when bullying has occurred
- racial – racial taunts, graffiti, gestures
- Misusing technology (internet or cyber – mobile phones/texts, social media, camera causing hurt or humiliation
- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil’s property, by stealing, hiding or damaging it.
- Belittling another pupil’s abilities and achievements.
- Indirect emotional tormenting, e.g. excluding another pupil from a group activity.
- Ridiculing another pupil’s appearance, way of speaking or personal mannerisms, appearance, actions or comments that are racist, religious or cultural, homophobic, transphobic, sexist, sexual or which focus on disabilities or other differences.
- Physical attributes (such as hair, colour or body shape) or any reference to Special Educational Needs and/or disability.

The Anti-bullying Policy applies to all students on site and to students when they are travelling to or from school. It also applies when a student is taking part in any school related activity. The policy will be implemented when bullying is reported to the school and after any necessary investigation.

Persistent bullying can result in depression, low self-esteem, shyness, poor academic achievement, isolation and in extreme cases, threatened or attempted suicide.

Whilst not acceptable, rough play, one-off fighting or pushing or falling out amongst friends is not bullying.

Parents/carers are advised that the Police Safer Neighbourhood Team is the relevant point of contact for any threatening situations during weekends, evenings or holidays.

OBJECTIVES:

For us as a school:

- the whole school community is clear about the anti-bullying stance the school takes
- Students, as well as staff and other members of the school are fully engaged in developing and reviewing anti-bullying work in the school
- All students are clear about the roles they can take in preventing bullying, including the role of bystanders
- Every chance is taken to celebrate the success of anti-bullying work

For the Head Teacher and all staff:

- They ensure that school policies on anti-bullying and associated aspects of school life meet statutory requirements
- They promote a climate where bullying and violence are not tolerated and cannot flourish
- They continually develop best-practice based on knowledge of what works
- Curriculum opportunities are used to address bullying
- Student support systems are in place to prevent and respond to bullying
- They have addressed the school site issues and continuously monitor safety on the school site
- All staff take part in relevant professional development, and are clear about their roles and responsibilities in preventing and responding to bullying on an annual basis
- All staff are aware of the importance of modelling positive relationships
- The work in partnerships with parents, other schools and with Children's Services and community partners to provide safer communities

For Governors:

- There is a review of the school anti-bullying policy every three years and as a result the policy and procedures are updated as necessary

For Parents/Carers:

- They are clear that the school does not tolerate bullying
- They are aware of the procedures if they are concerned their child is being bullied or does not feel safe to learn, including the school's complaints procedure
- They have confidence that the school will take any complaint about bullying seriously and investigate/resolve as necessary and that the school systems will deal with bullying in a way which protects their child

For students who experience bullying:

- They are heard
- They know how to report bullying and get help
- They are confident in the school's ability to deal with the bullying
- Steps are taken to help them feel safe again
- They are helped to rebuild confidence and resilience
- They know how they can get support from others

For students who engage in bullying behaviour:

- Sanctions and learning programmes hold them to account for their behaviour and help them face up to the harm they have caused
- They learn to behave in ways which do not cause harm in the future because they have developed their emotional skills and knowledge
- They learn how they can take steps to repair the harm they have caused.

EXPECTATIONS

- Students are expected to be courteous to each other, staff and visitors and this is reinforced through positive example
- Students are encouraged to tell staff of any incidents of bullying whether directly involved or witnessed
- Parents/Carers are encouraged to approach the school with any concerns regarding bullying (or indeed any other concern). Information on dealing with incidents of bullying is also included in the student planner
- The school employs Year Leaders who are able to investigate incidents expediently

- Tutors and other staff are encouraged to deal with arguments between students as soon as they arise, concentrating on how to solve their differences in order that these do not escalate
- The banning of mobile phones on school premises (except for Sixth formers who are permitted to use them). This is to minimise the opportunity for bullying via the use of mobile phones.
- Suggestions are received from the School Council on areas for improvement or additional measures to promote good relationship amongst peers.
- The school has worked to improve the usage of space in the playground/field to provide distinct seating areas and areas for more physical activity.
- The playground, dining facilities and toilets are supervised by staff during social times. CCTV is in operation at all times, including covering areas where bullying might occur

- Staff supervise the dismissal of students at the end of the school day, both at the door and in the road outside the school

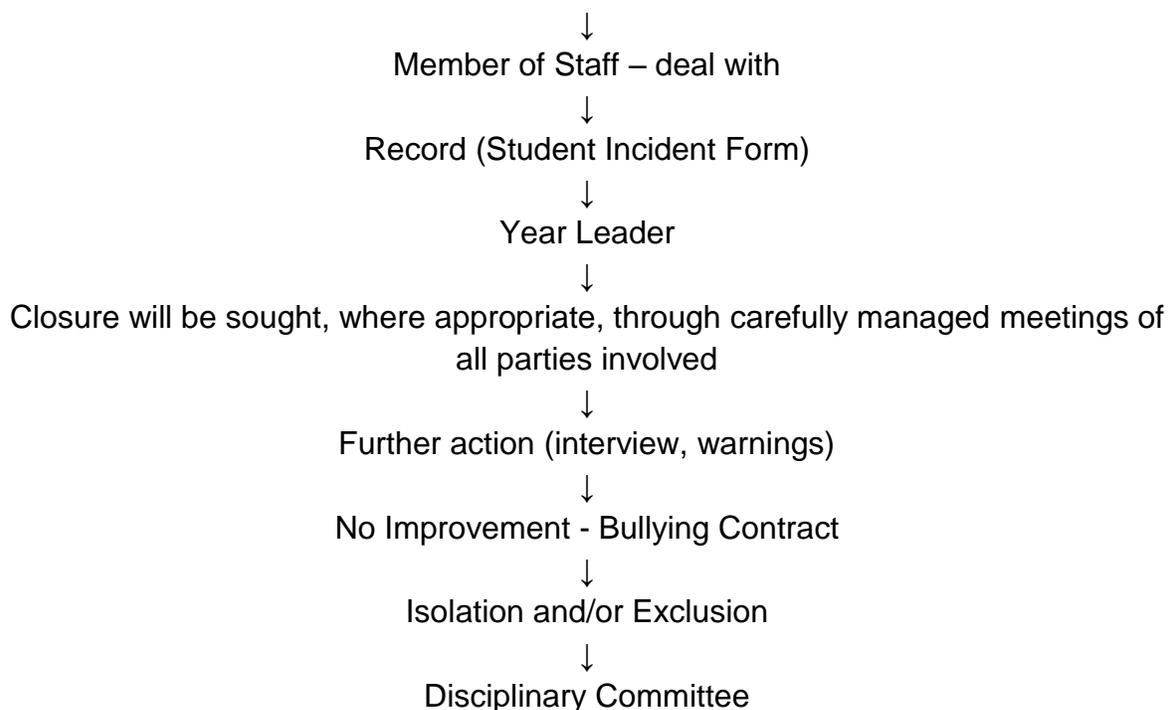
PROCEDURES

- The school will provide support and respond to the needs of both bullied and bullying pupils/ staff.
- Records to be kept noting action taken, contact with parents/carers of all pupils or staff concerned in the incident.
- Investigation and feedback to those concerned.
- **Listen to students and ensure that they have clear routes to responsive adults or peer mentors:** The views of students on how safe they feel within the school are sought on a regular basis, through discussions where appropriate and are aware of the outcomes of actions taken
- Sanctions
- Contact made with relevant professionals where required e.g. behaviour management team, education psychology
- There are criminal laws that apply to harassment, assault and threatening behaviour. If staff feel that an offence may have been committed they may seek assistance from the police.
- **Engage with parents and carers regarding concerns and complaints:** All reported incidents are taken seriously and followed up seriously. Parent/Carers are included in planning and discussions where appropriate and are aware of the outcomes of actions taken.

AWARENESS OF THE SIGNS

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Members of staff and all members of the community must be alert to the signs of bullying; legal responsibilities are known and community members should act promptly and firmly against it, in accordance with School policy. Surveys have shown that in the vast majority of bullying incidents, MOST people knew that what was going on was wrong. Sometimes people, either through lethargy, peer group pressure, or tacit support for what is going on, fail to take action.

AWARENESS



If a student is accused of bullying and is found not to have bullied, reports will be removed from file.

OUT OF SCHOOL INCIDENTS

The school encourages parents/carers to let them know of any out of school incidents, so that the situation in the school can be monitored. However, incidents out of school time where the school would not have jurisdiction cannot be dealt with by the school. The school does pass on concerns to parents/carers of any children involved and will liaise with the police where the matter has been referred by parents/carers to them.

Sources and references:

NSPCC

NAPCE

Anti-Bullying Alliance

Bournemouth LA

DFE October 2014 Cyberbullying: Advice for headteachers and school staff

DFE 2014 Preventing and Tackling Bullying: Advice for School Leaders, Staff and Governing Bodies

PRINCIPLES/VALUES:

The school plays a vital role in ensuring the safety of all our students regardless of age and all employees undertake their responsibilities with the utmost of importance.

Roles and responsibilities 2015/16

A Member of SLT with responsibility for oversight of the Anti - Bullying policy within St. Peter's. In addition, there is an Education Social Worker, who works on both sites and Year Leaders for each year in the secondary phase and sixth form.

Anne Brennan is the Link Governor monitoring the anti-bullying agenda ensuring that the policy is fit for purpose and legally correct.

Concluding Notes

Our Policy to counteract bullying should be seen in the wider context as part of our overall Code of Conduct

Monitoring and review:

The Governing Body will review this policy every three years and assess its implementation and effectiveness, with termly updates to the SWC and meetings with the Governor responsible for this aspect. In addition, the policy will be promoted and implemented throughout the school.

Other documents and appendices: N/A

Governor approval date: SWC Committee: 11 November 2015

Ratified by Full Governing Body: 9 December 2015

Next review date: : November 2018