



# Anti-Bullying Policy

Updated April 2016 (AM)

## **Aim**

The aim of the Anti-Bullying Policy at Church Stretton School is to ensure that students have the opportunity to learn in a safe and supportive environment without fear of being bullied.

## **Principles**

The school will:

- Have a consistent approach to any bullying incidents that occur.
- Raise awareness of bullying and promote positive relationships based on mutual respect.
- Seek to involve all stakeholders in the implementation and monitoring of this policy.
- Promote positive action to prevent bullying through our PSHE programme and related activities.
- Provide support for all members of the school community that may be involved in dealing with an incident of bullying.
- Provide appropriate training for both staff and students to support the implementation of the policy across the school.
- Ensure fair treatment for all, regardless of age, culture, disability, gender, religion or sexuality, and encourage understanding and tolerance of different social, religious and cultural backgrounds.

## **Definition**

### **What do we mean by bullying?**

**‘A persistent, deliberate attempt to hurt or humiliate someone’**

There may sometimes be a misunderstanding about the meaning of the term ‘bullying’. One-off incidents, whilst they may be very serious and must always be dealt with, do not necessarily fall within the definition of ‘bullying’.

There are various forms of bullying which include

- Physical – e.g. hitting, kicking, taking belongings.
- Verbal – e.g. name calling, sexist, homophobic or racist remarks, sarcasm, teasing or other hurtful remarks.
- Indirect – e.g. spreading malicious rumours or excluding individuals from social groups
- Cyber – e.g. use of email, social networking sites, mobile phone messaging to spread rumours, make malicious comments.
- Sexual – e.g. unwanted physical contact or inappropriate/abusive comments.

## **Recognising the symptoms of bullying**

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, and taking unusual absences. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Students must be encouraged to report bullying.

All staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy. If unchecked, others may come to see bullying behaviour as acceptable within the school. It is not unknown for victims to become bullies of younger or more vulnerable students than themselves. Bullying can and frequently does have long term effects on victims which may affect their adult lives.

## **Practice and procedures**

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately.
- The member of staff needs to ensure that the student is made to feel safe at the time of disclosure and will then refer the incident to the pupils HAC.
- **A member of staff** will gather statements from all concerned.
- An account of the incident will be given to the **Form Tutor** by the HAC.
- The HAC will inform parents and other staff where appropriate.
- Punitive measures will be used as appropriate and following consultation with relevant staff.
- All bullying incidents will be recorded, and reported, in line with the Local Authority Advice and Guidance. The school keeps an up-to-date bullying register recording the name and actions of the offender.

## **Students**

Students who have been bullied **can** be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff.
- Continuous support in the form of: an invitation to see the school nurse or the School councillor.
- Support from HAC, form tutor or other member of staff
- Referral to appropriate health professionals.

Students who have bullied will be helped by:

- discussing what happened
- discovering why they became involved
- establishing the wrong doing and need to change
- informing parents or carers to seek support to help change the attitude of the student.

## **Sanctions**

Bullying is a serious offence and any of the following strategies may be used in line with the Behaviour Policy:

- official warnings to cease offending
- Restorative Justice (RJ) sessions with the bully and the victim and if appropriate the Community Support Officer
- detentions – with a written or verbal apology
- internal isolation
- fixed term or permanent exclusion
- referral for counselling
- parent/carer interview with a HAC and/or SLT leading to parental assistance in applying support or strategies or deterrents as necessary
- continued monitoring of victim/bully individually
- referral to external agencies eg Social Services, Educational Psychologist.
- all bullying incidents are recorded on the bullying register

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

## **Monitoring and Review**

This policy is a dynamic document and will be updated as new guidance is produced or, in response to research, review or other events that have not previously been covered in depth.

Monitoring of the policy will involve consideration of the following data; any reduction in the number of incidents referred for attention; monitoring individual victims/bullies with a view to improved circumstances; positive feedback from parents, students and staff; monitoring of the willingness in students to report instances of concern; tracking of incidents to inform future decisions on availability of network and infrastructure that can access the internet.

### **What staff can do**

#### **For the victim:**

- Bullying is NEVER the fault of the victim. This must be explained to them.
- 'Telling' is an obligation and NEVER 'grassing'
- Many victims have low self-esteem. We should deal with bullying in a caring, supportive manner.
- Victims are kept informed about actions taken. In all cases their parents/carers will be contacted directly by the HAC/form tutor and the student is encouraged to talk at home about it.
- Parents/Carers' involvement is always encouraged.
- The HAC should encourage students to meet with the bully, in the presence of a third party, to make the bully aware of the pain he/she has caused, if appropriate.
- Victims may be asked to keep a detailed diary and to report any incidents immediately.
- Keep detailed records of incidents and outcomes

#### **For the bully (managed by the appropriate HAC)**

- The school insists that bullies are made aware of the pain and distress they have caused. The school will offer support to the bully. The bully is also encouraged to realise the reasoning behind his/her bullying and appropriate follow-up action may be provided to help them.
- Serious bullying or repeated bullying may lead to significant consequences, the most serious of which could be exclusion from school. This would be a last resort.
- It is made clear to the bully that any form of bullying is unacceptable and that the school will not tolerate it. The bully has to offer a meaningful apology.
- The parents/carers are always involved and other agencies might be contacted.
- The bully will be monitored over a period of time.

#### **What can Parents do?**

- Encourage positive, non-violent behaviour at all times.
- Be aware of signs and symptoms, particularly a change in normal behaviour.
- Calmly listen to and support your son/daughter.
- Encourage them to let you report it.
- Make a note of what, how, who and where.
- Be aware that ignoring or hitting back can make it worse.
- Support your son/daughter by working with those trying to help.
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#### **What can the victim do?**

- Know how you report bullying in school and do it
- DON'T BLAME YOURSELF
- Try to stay calm and walk away
- Share your problem with someone you trust
- Find somewhere safe
- Note where and when it happens
- Tell an adult who can do something
- Listen to suggestions
- Let the school know what might help

**What can the bully do?**

- Ask yourself 'Why do I do it when I know it's wrong?'
- Tell an adult who can do something to help you stop bullying
- Listen to suggestions
- Say what might help you to stop

**School Procedures**

A consistent approach to dealing with an alleged bullying incident will ensure that incidents are dealt with fairly and effectively. (See Flowchart Appendix A),

**IF YOU KNOW SOMEONE IS BEING BULLIED DON'T STAND AND WATCH****GET HELP – DO SOMETHING - BE A FRIEND****Further support:**

Childline 0800 1111

Parentline 0800 800 2222

The Samaritans 116 123

**Useful websites for community use:**

[www.childnet.com](http://www.childnet.com)

[www.digizen.org](http://www.digizen.org)

[www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

[www.bullyuk.co.uk](http://www.bullyuk.co.uk)

# Dealing with Alleged Incidents of Bullying

Appendix A

**Children, victims or friends/witnesses, parents/carers report the bullying**  
Tutor and HAC agree method of investigation  
(involve Assistant Head if needed)

**Investigate** and record

HAC and Tutor discuss possible action

Yes

Assess if it is bullying

No

Counsel pupil and observe

Report to Assistant Head

Record any further incidents in notebook supplied by HAC and report if occasion arises again

Agree action

HAC inform parents, Tutor and staff

Record in Bullying Register

Parents invited into school

### Possible Actions

Interview bully. Issue warning  
Tutor to monitor situation, record and report to HAC

Organise follow up system

Formally monitor behaviour via report

Sanctions

- 1. Detention
- 2. Isolation
- 3. Fixed Term Exclusion

Permanent Exclusion