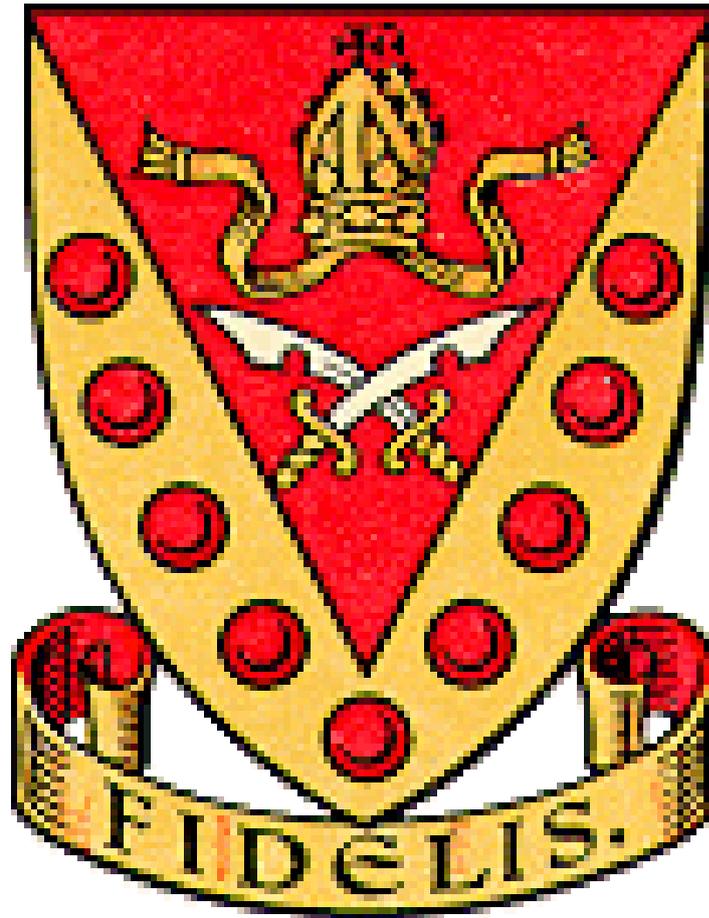


Bishopshalt School

Anti-Bullying Policy



Responsibility	Mrs King	Date reviewed	April 2021
Headteacher	Mr L McGillicuddy	Next review date	April 2022
Ratified by	Governing Body	Date Ratified	April 2021

Anti-Bullying Policy

The purpose of this policy is to provide guidance and advice to staff when dealing with bullying incidents. This advice and guidance is supplementary to the policy and procedures outlined in the Behaviour For Learning Policy.

1. INTRODUCTION

- 1.1 Although there is no reason to believe that there is a 'bullying problem' at Bishopshalt it is acknowledged that no school can be so complacent as to say that it is free from any form of bullying. Being bullied can have a devastating effect on victims but it is also recognised that the causes and circumstances that contribute to bullying can vary. Neither bullies nor their victims can be stereotyped and assumptions cannot be made about the causes of bullying. It is for this reason that this document should be interpreted as a source of advice and guidance to be deployed as appropriate to individual circumstances and not as a rigid, predetermined procedure to be followed in its entirety.
- 1.2 We are committed to providing a caring, friendly and safe environment for students so they can learn in a happy and secure atmosphere and in which students and parents feel that they can report incidents of bullying confident that they will be dealt with promptly, appropriately and effectively.
- 1.3 This policy aims to ensure every person in the school feels safe and is treated with respect. Race, religion, gender, sexual orientation, age and personal characteristics, disability and special needs have all given rise to bullying. Difference and diversity and unkind teasing on such matters are unacceptable.
- 1.4 This aim will be achieved by
 - 1 providing opportunities for staff and students to acquire an understanding of bullying;
 - 2 promoting the school core value SHOW KINDNESS and ensuring that every person is to be cared for in our school;
 - 3 encouraging staff and students to be alert to any bullying that is taking place;
 - 4 requiring all students to report bullying;
 - 5 discouraging anti-social behaviour like name calling/taunting/physical and emotional abuse/cyberbullying;
 - a. vi. using clear procedures for reporting, investigating and punishing bullying, as described in the Behaviour For Learning Policy.

2. DEFINING BULLYING

Bullying is the use of aggression with the intention of hurting another person through words, actions or manner, and which results in pain and distress to the victim.

Bullying can be:

- Physical - Pushing and shoving, tripping up, kicking, spitting.
- Emotional - Humiliating someone, name calling, using insulting names or comments.
- Driven by a prejudice - This might be homophobia, racism, sexism or victimising those who have special needs or disabilities. It may be picking on a student because they are cared for away from home *or* it may be picking on a student who cares for a sick relative.
- Indirect - Spreading rumors whether true or not.
- Cyber bullying - Any form of bullying using a mobile phone or the internet, chat rooms, social networking sites, instant messaging or email.

It may also be bullying when:

- The same person or group always leaves someone out or shuns them.
- Someone makes threats of violence against someone else.
- Someone damages someone else's kit or clothing deliberately.
- Someone takes someone else's belongings deliberately.
- Someone tries to force someone else to do something they do not want to do.
- Someone tries to force another to do something sexual they do not want to do.

Although all of these actions are serious and adults should always intervene, they may not always be regarded as bullying unless they are part of an on-going pattern of behavior against the victim.

3. IDENTIFYING BULLYING

- 3.1 Students must report bullying when it takes place.
- 3.2 It is nevertheless recognised that some conflict between children may lead to allegations of bullying that may actually be manifestations of immature adolescent interaction in which all parties played a part to a greater or lesser degree.
- 3.3 It is important to be sensitive to the implications of such circumstances both for the victim and the alleged perpetrator and to be thorough in the actions taken to identify whether or not bullying has taken place.
- 3.4 It is also recognised that the victims of bullying do not always speak out and it is therefore the responsibility of the adults with whom s/he may come into contact to be alert to the signs that indicate the possibility of bullying.
- 3.5 A child may indicate by sign or behaviour that he or she is being bullied. The following list of signs is not definitive and should be referred to with caution as a list of *possible*

indicators only. It will not *always* be the case that a child showing one or more of these signs will be a victim of bullying.

Children may:

- i.. Be frightened of walking to or from school.
- ii. Be unwilling to go to school.
- iii. Become withdrawn, start stammering.
- iv. Become distressed, stop eating.
- v. Cry easily, have nightmares
- vi. Become disruptive or aggressive.
- vii. Attempt suicide or run away.

3.6 Bishopshalt aims to prevent bullying by:

- Being a school where students feel they can talk to someone about bullying.
- Involving students in discussions about bullying and how to help
- Raising self-esteem
- Providing effective supervision.
- Early intervention by staff
- Dealing with issues related to bullying within the school curriculum.
- Promoting the Bishopshalt Core Value of Show Kindness

4. PROCEDURES & CONSEQUENCES

- 4.1 Students are expected to report bullying incidents to a teacher, their Form Tutor or Year Tutor.
- 4.2 Allegations of bullying will be investigated in accordance with the procedures described in the Behaviour for Learning Policy.
- 4.3 In cases of serious bullying, staff will record the incident/s.
- 4.4 In serious cases, parents should be informed and will be asked to come to a meeting to discuss the problem.
- 4.5 If necessary, appropriate outside agencies will be consulted.
- 4.6 Action should be taken in accordance with the Behaviour for Learning Policy to stop the bullying.
- 4.7 Bullying will be punished in accordance with the scale of sanctions described in the Behaviour for Learning Policy.
- 4.8 Whenever possible, students will be reconciled. Following the investigation of an allegation of bullying it may be necessary to bring all parties together to help those involved understand each other's point of view and to secure agreement that the behaviour will stop. Bullies should be encouraged to take responsibility for their wrong actions and helped to actively make amends.

5. INFORMATION FOR PARENTS

- 5.1 Parents who think their child is being bullied are asked to calmly talk with him/her about the matter in order to ascertain what has happened.
- 5.2 Parents are asked to advise their child to tell a teacher in the event of bullying or, if necessary, inform the school themselves as soon as possible and ask to speak with the Form/Year Tutor.
- 5.3 Parents who are made aware that their child is bullying other children, are asked to explain that what he/she is doing is wrong and makes other children unhappy. If necessary an appointment to see his/her Form/Year Tutor may be made to discuss how to stop him/her bullying others.

6. DEALING WITH BULLYING

- 6.1 We ask all parents and staff to support our policy. When dealing with bullying behaviour we aim to:
 - I. Use the curriculum, especially The Tutor Time Programme (Citizenship/PSHE) R.S. and assemblies to raise awareness of the school's expectations;
 - II. Adhere to the behaviour policy that requires staff to model positive behaviours and to consistently apply the school's agreed way of working;
 - III. Encourage students to behave positively and reject anti-social behaviour in and out of school;
 - IV. Give support to students who are being bullied;
 - V. Offer guidance, sanctions and support to bullies to help them change and make amends for their behaviour;
 - VI. Seek support and help from outside agencies when necessary.

7. BULLYING OUTSIDE SCHOOL

- 7.1 Head teachers have a specific statutory power to discipline students for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate students' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on public transport, outside the local shops, or in a town centre.

Where bullying outside school is reported to school staff, it will be investigated and acted on. The head teacher will also consider whether it is appropriate to notify the police. If the misbehaviour could be criminal or pose a serious threat to a member of the public, the police should always be informed. At Bishopshalt we do encourage students to tell us about incidents inside and outside school so that we can:

- I. Raise concerns and take steps as appropriate; for example, alert the Safer Schools Police Team to trouble spots and work in partnership with them by sharing information about bullying, including cyberbullying, perpetrators and gangs;

- II. Talk to and alert colleagues in other schools whose students are involved in bullying incidents outside the school premises;
- III. Offer strategies to handle bullying on or off the school premises.

8. CYBER-BULLYING

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

9. MONITORING AND REVIEW

- 9.1 This policy will be reviewed annually, alongside the annual review Behaviour for Learning Policy.
- 9.2 As part of our monitoring strategies we will:
 - I. Consult with the students regularly via the School Council;
 - II. Include bullying issues in our questionnaires to staff, parents and students.

March 2021