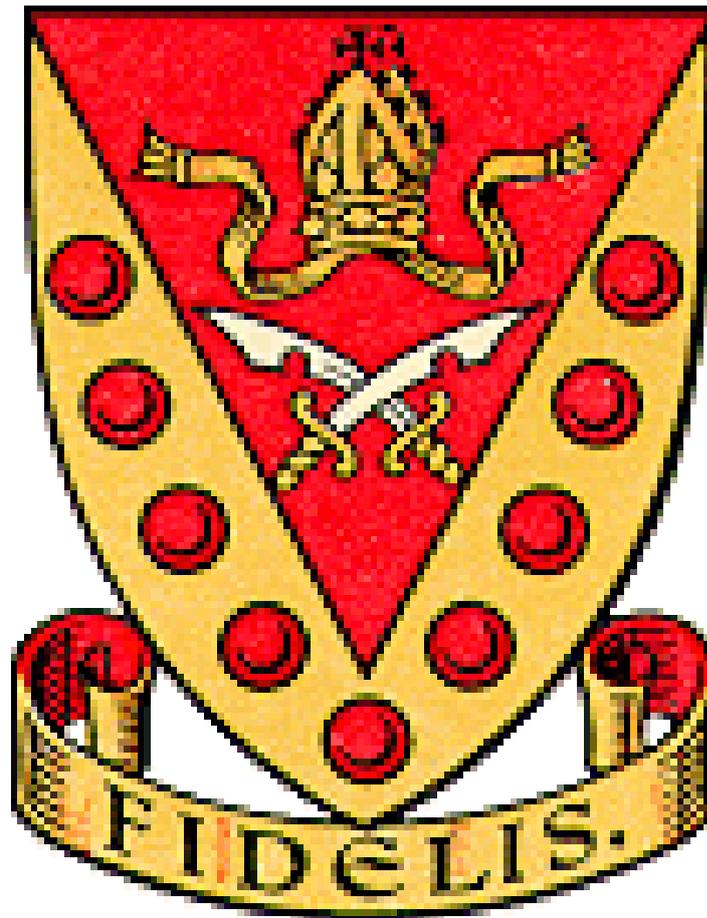


# Bishopshalt School

## Anti-Bullying Policy



<b>Responsibility</b>	Mrs King	<b>Date reviewed</b>	March 2020
<b>Headteacher</b>	Mr L McGillicuddy	<b>Next review date</b>	March 2021
<b>Ratified by</b>	Governing Body	<b>Date Ratified</b>	May 2020

## **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 Pupil Discipline and Behaviour Policy. This advice and guidance is based on both a 'Kidscape' model anti-bullying policy and the model policy provided by the London Borough of Hillingdon (2007).**

### **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 relaxed 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 value 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 Pupil Discipline & Behaviour 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 take many forms and these include:

1. Physical – hitting, kicking, pushing;
2. Verbal – insults, name calling, gossip;
3. Indirect – excluding someone from the group, intimidating gestures, interfering with their belongings, graffiti about someone;
4. Cyberbullying – the type of bullying that takes place online or via text or mobile phone.

Bullying is different from arguments or fights between peers because it is usually:

1. Persistent, repeated over weeks or months;
2. Deliberately intended to cause distress;
3. Involves a difference of power and status so the person feels unable to defend themselves;
4. It can involve a group but it is often one to one.

### **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.

#### **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 Pupil Discipline and Behaviour 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 Pupil Discipline and Behaviour Policy to stop the bullying.
- 4.7 Bullying will be punished in accordance with the scale of sanctions described in the Pupil Discipline and Behaviour 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 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 While the school will make every effort to deal with bullying on the school premises and prevent bullying outside the school gates, we recognise that we cannot be held directly responsible for bullying that takes place off site, by students of this school, or by students in other schools or on students' journeys to and from school. Nevertheless, 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. MONITORING AND REVIEW**

8.1 This policy will be reviewed annually, alongside the annual review of the Pupil Discipline and Behaviour Policy.

8.2 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 2020**