

Policy Title:	Anti-Bullying Policy	
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Author & Role	R Della Fera – Behaviour Support Manager	
Ratified by:	Governors Policy Committee	
Responsible signatory:	W Blundell <i>W.Blundell</i>	M Maher <i>M.Maher</i>
Date of signature:	11/06/2019	11/06/2019
Outcome:	This Policy: details colleagues' responsibilities and reflects the school values and philosophy in relation to anti-bullying to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.	
Cross Reference:	Behaviour Policy Child Protection and Safeguarding Policy Health & Safety Policy Online Safety	

EQUALITY AND DIVERSITY STATEMENT

Astley Park School is committed to the fair treatment of all in line with the Equality Act 2010. An equality impact assessment has been completed on this policy to ensure that it can be implemented consistently regardless of any protected characteristics and all will be treated with dignity and respect.

POLICY REVIEW

To ensure that this policy is relevant and up to date, comments and suggestions for additions or amendments are sought from users of this document. To contribute towards the process of review, please contact the author of the policy.

Anti-Bullying Policy

Aim

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is wrong; it is anti-social behaviour and affects everyone directly or indirectly. It is unacceptable and will not be tolerated.

As a school we aim to achieve the goals of the 'Help Children Achieve More' agenda by fostering a safe and secure environment where all can learn without anxiety with measures in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

Statutory Duties of Schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents/carers and pupils. Schools have a duty to 'safeguard and promote the welfare of pupils' and to ensure that children and young people are safe from bullying and discrimination.

Links to other policies

This policy includes:

- Bullying of pupils by pupils within school
- Bullying of and/or by pupils outside of school, where the school is aware of it
- Bullying of staff by pupils within or outside school

Allegations about bullying of pupils by staff will be dealt with under the school's Safeguarding and Child Protection policy.

This policy has links to the following school policies and procedures:

- Behaviour policy
- Online Safety Policy
- Safeguarding and Child Protection policy
- Health and Safety Policy

Definition

Bullying is any behaviour by an individual or group that:

- Is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it.
- Happens more than once – there will be a pattern of behaviour, not just a ‘one-off’ incident.
- Involves an imbalance of power – the person being bullied will usually find it hard to defend themselves.
- When a person or group of people has been made aware of the effects of their behaviour on another person and they continue to behave in the same manner.

It can be:

- Physical – kicking, hitting, taking and damaging belongings
- Verbal – name calling, taunting, threats, offensive remarks
- Homophobic/Racial bullying – threats, offensive remarks, name calling
- Relational – spreading nasty stories, gossiping, excluding from social groups
- Cyber – texts, e-mails, picture/video clip bullying, instant messaging (IM)

Astley Park School

Identifying and reporting concerns about bullying

All concerns about bullying will be taken seriously and investigated thoroughly.

Pupils who are being bullied may not report it. However, there may be changes in their behaviour

Signs to look for:

- Becoming withdrawn
- Decline in work/loss of interest
- Unexplained secretiveness
- Loss of appetite
- Overly shy
- Clinging to adults
- Lack of concentration
- Unwillingness to attend
- Reluctance to travel on school transport
- Unusual outbursts of temper
- Becomes aggressive, disruptive or unreasonable
- Change in child's usual personality, behaviour or attitude
- Bruising on the body
- Attempts or threatens suicide or runs away
- Missing belongings
- Persistent stomach aches/head aches
- Having nightmares

All school staff need to be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy. Pupils who are bullying others also need support to help them understand and change their behaviour.

Pupils who are aware of bullying (Bystanders) can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

At Astley Park School we give our pupils many opportunities to discuss relationships and feelings in PSHE and SEAL lessons, all pupils will be encouraged to report bullying by:

- Talking to a member of staff of their choice
- Using the safe environment of these lessons to discuss any issues they may be having

Parents/Carers will be encouraged to report concerns about bullying and to support the school in tackling it. Trying to resolve bullying directly with pupils or their families can lead to problems escalating.

Strategies

If you suspect a child is involved in bullying others:

- Encourage the child to talk about the situation
- Do not over react – keep calm
- Establish what the child really thinks is happening
- Ask the child how she/he thinks the harmed is feeling
- Make it clear that standing up for one's rights is commendable but bullying behaviour is wrong
- Encourage an environment where problems are dealt with by talking negotiating, not by any hint of force or violence

Remember: A bully is also in need of help

If you suspect a child is being bullied:

- Encourage the child to talk about the problem
- Listen calmly, do not over react
- Encourage confidence and trust
- Aim to ascertain the facts: where and when bullying is taking place
- Assess whether there is a pattern to the incidents

Getting Support from School

All schools are legally required to have an anti-bullying policy. Many also offer different forms of support. At Astley Park we have access to the Behaviour for Learning Manager, Parent/Carer Support Manager and School Counselling Service. Before you approach the school, list all the facts: what happened, who was involved, when it occurred, any witnesses etc.

Don't arrive at the school unexpectedly; make an appointment with the class teacher or deputy headteacher.

Aim to work together with the school and make it clear that you are seeking the school's help in finding a solution.

Avoid accusing the school: Remember that teachers are usually the last to find out that bullying is happening at school. The sequence is 'Friends first, then parent/carers, lastly schools.

Be patient; allow the school time to deal with the problem but stay in touch with them and arrange a follow up meeting to see how the situation is being resolved.

Strategies for pupils

Report the bully. This is the most important thing to do. A bully is not going to keep bullying if they know that they are going to get into trouble. Every time a bully is reported, it takes away some of their power. They usually choose pupils who they don't believe will ever tell on them.

Don't give them a reaction. Usually a bully has a goal in mind. They typically bully in order to see fear or get some kind of reaction. If you are bullied, and you simply do not react, then the bully will not get any kind of pleasure from bullying you.

Get others involved. If you are being bullied, a fast way to put a stop to it is to get teachers and others involved. Tell your own parents, tell the teacher, and anyone else that can help to put a stop to the bully.

Stick with friends. Bullies often pick on kids who are alone. When someone has a friend with them, they are less likely to put up with being pushed around. So, if you do not want to be an easy target, then try not to be alone.

Be smart about who you are with and where you go. You don't want to put yourself in situations that allow bullying. In other words, if the teacher is near the benches, you should be too, if you wander off to the back of the field, out of the sight of the teacher, you become an easy target.

Strategies for an Anti-Bullying Atmosphere

- The promotion of a good school ethos
- Staff alert to signs
- Ensure the bully does not gain kudos from the situation
- Action based upon on a clear set of rules backed up by appropriate consequences and systems to protect and support
- Effective playground supervision
- Routines, which provide a structure for encouraging positive relationships to be initiated and maintained
- Coping strategies developed for pupils against teasing and bullying
- Encourage the harmed to talk to a member of staff of their choice. Do not promise confidentiality.
- Awareness of areas that are conducive to bullying e.g. toilets, hidden areas.

Responding to reports about bullying

The Governing Body and School Staff

The Governing body will not condone any bullying at all in our school and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately.

The school will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported the member of staff who has been made aware of it will deal with it immediately.
- A clear account of the concern will be recorded using CPOMS and given to The Behaviour for Learning Manager or Head/Deputy.
- The Behaviour for Learning Manager or Head/Deputy will interview everyone involved and keep a detailed record.
- Parents/Carers and other relevant adults will be kept informed.

- Where bullying occurs outside school any other relevant schools or agencies (youth clubs, transport) will be informed about any concerns and any action taken.

Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Providing reassurance that the bullying will be addressed.
- Offering continuous support.
- Learner Support Plans
- School Counselling Service
- Time allocated to talk/work with the Behaviour for Learning Manager
- Restorative Conferencing
- Restoring self-esteem and confidence.
- The use of specialist interventions and/or referrals to other agencies e.g. Educational Psychologist, where appropriate.

Pupils who have bullied will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrongdoing and need to change.
- Learner Support Plans
- School Counselling Service
- Time allocated to talk/work with the Behaviour for Learning Manager
- Restorative conferencing
- Informing parents/carers to help change the attitude of the pupil.
- The use of specialist interventions and/or referrals to other agencies where appropriate.

The following disciplinary steps can be taken:

- Warnings
- 1:1 supervision moving around school and at break times
- Withdrawal of privileges
- Internal Isolations
- Fixed term exclusion
- Permanent exclusion

Parents/Carers

Most concerns about bullying will be resolved through discussion between home and school. However, where a parent/carer feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.

Referral of the family to external support agencies will be made where appropriate.

Preventative Measures

Throughout the school the issue of bullying will be raised through:

- Raising awareness of bullying through inclusion in PSHE, SEAL, circle time, assemblies, subject areas and informal discussion.
- Participation in National and Local initiatives such as 'Friendship Week'.
- School Councils.
- Appropriate staff training.
- Periodic and as appropriate, questionnaires to parents/carers and pupils.
- Restorative Conferencing

Monitoring and review

The policy is monitored by the Headteacher who reports to the Governing Body on request, about the effectiveness of the policy.

This policy will be reviewed annually.

Safeguarding Statement

This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all staff, pupils, parents/carers, visitors and volunteers to share this commitment. A safer setting starts with safe individuals.

