



**ST. HILD'S
CHURCH OF ENGLAND SCHOOL**

Policy Document

ANTI-BULLYING

At St. Hild's Church of England School we aim to serve our community by providing high quality education in a Christian context. We are a comprehensive school guaranteeing equal opportunities, a responsive curriculum and a supportive community. We expect to find God at work in our school.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

"I have come that they may have life in all its fullness (John 10:10)"

BULLYING: OUR SCHOOL'S VALUES AND BELIEFS

All pupils, staff and members of our community have the right to feel happy, safe and included.

Pupils and staff have the right to work in an environment without harassment, intimidation or fear.

All bullying, of any sort, is therefore unacceptable.

Pupils who experience bullying will be supported.

We recognise the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

OUR INTENTIONS IN PRODUCING THIS POLICY ARE:

To express our belief that all pupils should be included fully in the life of the school.

To provide a learning environment free from any threat or fear, which is conducive to the achievement of individual aspirations.

To reduce and to eradicate wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy.

To reduce and to eradicate wherever possible, instances in which pupils are subject to any form of bullying.

To respond effectively to all instances of bullying that are reported to us.

To establish a means of dealing with bullying, and of providing support to pupils who have been bullied.

To provide support for pupils who are accused of bullying, who may be experiencing problems of their own.

To ensure that all pupils, staff and members of our community are aware of the policy and that they fulfil their obligations to it.

To meet any legal obligations which rest with the school.

OUR DEFINITION OF BULLYING

Bullying can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, inappropriate text messaging and electronic messaging (including through websites, social networking sites and instant messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

In accordance with Circular 8/94, Pupil Behaviour and Discipline, St. Hild's Church of England School distinguishes bullying from other forms of unacceptable behaviour (see Behaviour Policy) in that:

Bullying involves dominance of one pupil by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour.

Bullying is therefore, in accordance with DfE guidance, "Preventing and tackling bullying. Advice for Headteachers, staff and Governing Bodies"

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against.

It can take many forms but the main types are:

- Physical – hitting, kicking, taking another's belongings
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to any form of bullying covered by this policy.

- Bullying can happen to anyone. This policy covers all types of bullying including:
- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying relating to appearance or health conditions
- Bullying relating to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying

CREATING AN ANTI-BULLYING CLIMATE IN SCHOOL

Our school's Discipline and Pupil Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other. The school believes in the rights of all pupils to learn. This means that our school will not accept any behaviour which will cause distress to anyone and prevent people from learning. All pupils are entitled to equal access to the National Curriculum. A commitment to combating bullying is a fundamental aspect of our school's aims and policies.

We aim to create a workplace which is safe and pleasant for everyone. Pupils must be able to work freely without suffering any form of harassment or bullying. Our curriculum is used to:

- Raise awareness about bullying and our anti-bullying policy,
- Increase understanding for victims and help build an anti-bullying ethos, and to teach pupils how constructively to manage their relationships with others.

Tutorial work is used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.

Bullying will not be tolerated and we make this clear in the information we give to pupils and parents when they join our school.

We will use school assemblies and collective worship to reinforce this message.

Information about our policy and the phone numbers for helplines are included in the pupils' planners.

Posters on the school notice boards/in student services/classrooms will be used to remind pupils that bullying is not acceptable, and to tell them what to do if they are bullied.

Our anti-bullying policy is on the school web-site.

Posters will tell pupils about Childline and other sources of confidential help.

We have a "Post Box" which allows pupils to report anonymously any specific or general concerns about bullying in school. Any concerns will be dealt with seriously.

Our School Council offers a forum in which concerns about bullying can be discussed on a regular basis.

We will ask pupils where and when bullying occurs in school and we will supervise, and try to eliminate any unsafe areas which they report to us.

We will provide regular training for teachers and non-teaching staff (including mid-day supervisors) on spotting the signs of bullying and how to respond to it.

STRATEGIES FOR DEALING WITH BULLYING

The DfE guidance recommends a number of key strategies for use with pupils who are bullied or who are bullies. St Hild's draws on these recommendations to adapt and devise a combination of strategies to fit the circumstances of particular incidents. (Appendix)

RESPONDING TO INCIDENTS WHEN THEY OCCUR

Pupils who have been bullied should report this to their Year Leader/Learning Manager, member of Student Services or any adult.

Pupils who see others being bullied should report this to their Year Leader/Learning Manager or member of Student Services.

Members of staff who receive reports that a student has been bullied should report this to the relevant Year Leader/Learning Manager.

Reports of bullying will be logged by the Year Leader/Learning Manager in a Bullying Incident Report Book.

Where bullying is of a racist nature, we will report this to the Local Education Authority using the Racial Incident Report Form.

All reports will be taken seriously and will be followed up in the first instance by the relevant Year Leader/Learning Manager.

WHEN TOUGHER MEASURES ARE NEEDED

First instance of persistent bullying will result in a fixed term exclusion of 1-3 days and a meeting with the Year Leader/Learning Manager or Progress Leader, on return.
(See Appendix)

Second instance of persistent bullying will result in a fixed term exclusion of 3-5 days and a meeting with a member of school staff and a school Governor, on return

If there is a third instance of persistent bullying the Headteacher will consider a permanent exclusion.

- Repeated, often over a period of time

St Hild's has a 'zero tolerance' of all forms of bullying.

OUR RESPONSIBILITIES

Everyone within school is expected to

- Act in a respectful and supportive way towards one another, and
- Adhere to and to promote the objectives of this policy.

Pupils are expected to

- Report all incidents of bullying,
- Report suspected incidents that victims may be afraid to report.
- Support each other and to seek help to ensure that everyone feels safe, and nobody feels excluded or afraid in school.

Parents can help by

- Supporting our anti-bullying policy and procedures.
- Encouraging their children to be positive members of the school community.
- Discussing with their child's Learning Manager any concerns that their child may be experiencing bullying or involved in some other way.
- Helping to establish an anti-bullying culture outside of school.

BULLYING OUTSIDE THE SCHOOL PREMISES

Schools are not directly responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates, on journeys to and from school and in the community. The bullying may be done by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent tells us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the Headteacher of another school whose pupils are bullying.
- Talk to the transport company about bullying on buses.
- Talk to the police.

CONCERNS, COMPLAINTS AND COMPLIMENTS

In spite of our serious intent to eliminate bullying, there may be parents who feel that we have not taken their concerns seriously, or that we have not dealt effectively with incidences affecting their own children. Therefore, we recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the Headteacher's notice. If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school's Complaints Procedure.

We would also be pleased to receive Compliments – feedback from parents when things have gone well.

EVALUATING OUR POLICY

We will evaluate our anti-bullying policy using the following measures:

- The numbers of incidents that are reported to staff over a given period.
- From the comments received in our anti-bullying "Post Box."
- Pupils' perceptions of bullying in school through structured discussions identified in the PSHCE scheme of work.
- Pupils' perceptions of the scale of bullying through periodic questionnaires.

We will investigate patterns of absence to ensure that children are not taking unnecessary days off school due to fear of being bullied.

The number of complaints and compliments that we receive from parents.

From the comments made by visitors and other people connected with the school.

OWNERSHIP OF THIS POLICY

This policy was drawn up in consultation with a group of staff and Governors, parents and pupils.

The policy applies to all staff and to all pupils, whether temporarily or permanently on the school roll.

The Headteacher is responsible for introducing and implementing this policy. However all staff, all pupils and their parents have an active part to play in the development and maintenance of the policy, and in its success.

Governors will ask for regular briefings on bullying within school, and will expect an annual report on the operation of this policy.

The sub-committee of Governors will take a special interest in bullying within school.

This policy was agreed and adopted at a Governors' Meeting held in Jan 2010.

The policy will be formally reviewed annually

Involvement of pupils:

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying
- Ensure pupils know how to express worries and anxieties about bullying
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve pupils in anti-bullying campaigns in schools
- Publicise the details of helplines and websites
- Offer support to pupils who have been bullied
- Work with pupils who have been bullying in order to address the problems they have

Involvement of parents and carers:

We will:

- Ensure that parents/carers know whom to contact if they are worried about bullying
- Ensure parents/carers know about our complaints procedure and how to use it effectively
- Ensure parents/carers know where to access independent advice about bullying
- Work with parents/carers and the local community to address issues beyond the school gates that give rise to bullying

RELATED POLICIES

Anti-bullying Policy	
Linked to	<ul style="list-style-type: none"> • Child Protection Policy • Equality in Employment Policy • Teaching & Learning Policy • Discipline and Student Behaviour Policy • Attendance Policy • Admissions Policy • Home School Agreement • Physical Control and Intervention • Special Educational Needs Policy • Complaints Policy

Signed(Headteacher)	Review Date : February 2017
Signed (Chair of Governors)	

Appendix

Support to pupils who have been bullied will be provided in response to the unique situation pertaining to that student and could include some of the following:

- In all cases the pupils will be reassured that they do not deserve to be bullied and this is not their fault. We will assure them that it was right to report the incident.
- We will encourage them to talk about how they feel.
- We will try to ascertain the extent of the problem.
- We will engage them in making choices about how the matter may be resolved.
- We will try to ensure that they feel safe.
- We will discuss strategies for being safe and staying safe.
- We will ask them to report immediately any further incidents to us.
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.
- We will involve their friends/older pupils in peer support/a buddying scheme/mediation.
- We will interview the pupils involved in bullying separately.
- We will listen to their version of events.
- We will talk to anyone else who may have witnessed the bullying.
- We will reinforce the message that bullying is not acceptable, and that we expect bullying to stop.
- We will seek a commitment to this end.
- We will affirm that it is right for pupils to let us know when they are being bullied.
- We will adopt a joint problem solving approach where this is appropriate, and ask the pupils involved to help us find solutions to the problem. This will encourage pupils involved to take responsibility for the emotional and social needs of others.
- We will consider sanctions under our school's Behaviour/Discipline Policy.
- We will advise pupils responsible for bullying that we will be checking to ensure that bullying stops.
- We will ensure that those involved know that we have done so.
- When bullying occurs, we will contact the parents of all pupils involved at an early stage.
- We will keep records of incidents that we become aware of and how we responded to them.
- We will follow up after incidents to check that the bullying has not started again. We will do this within two weeks, and again within the following half term.
- We will also work with pupils who have been involved in bullying others to ascertain the sort of support that they themselves need.