



ANTI-BULLYING POLICY

Chilwell School

Reviewed: November 2017

Next review: November 2019



Policy Statement and Procedures

Anti-Bullying

We aim to provide a safe and caring environment for all members of the school community by showing care and respect for each other.

Chilwell School believes that every student has the right to learn in a safe and caring environment.

It is the responsibility of everyone connected with the school (staff, governors, parents and visitors) to ensure that Chilwell School reflects an atmosphere of respect, inclusion, co-operation and care.

In partnership with staff and parents we expect all our pupils to help and care for each other.

We want parents to feel confident that their children are safe and cared for in school and incidents when they do arise are dealt with promptly and well.

The school is aware of its legal obligations and role within the local community supporting parents and working with other agencies outside the school where appropriate.

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Policy Development

This policy was formulated in consultation with the whole school community with input from

- Members of staff – through regular agenda items at staff meetings, consultation documents, surveys.
- Governors – discussions at governors meetings, training.
- Parents/carers – parents will be encouraged to contribute by taking part in written consultations, parent meetings, parent focus groups producing a shorter parents' guide.
- Children and young people – pupils contribute to the development of the policy through the school council, circle time discussions etc. The school council will develop a Student friendly version to be displayed in form areas and go in planners.
- Other partners (extended schools – visiting external providers in school and external providers off site (14-19 curriculum), representatives from the local community, police etc

This policy is available:

- Online at www.chilwellschool.co.uk
- In the school prospectus
- From the school office
- Child friendly versions are on display, in welcome packs for new pupils
- A shorter version is available for all parents

Roles and Responsibilities

The Head teacher – has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and appointing an Anti-bullying co-ordinator who will have general responsibility for handling the implementation of this policy.

The Anti-bullying Co-ordinator in our school is:- Mrs S Simmons

The responsibilities are:-

- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation take place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and co-ordinating training and support for staff and parents/carers where appropriate
- Co-ordinating strategies for preventing bullying behaviour

The nominated Governor with the responsibility for Anti-Bullying (behaviour) is Judith Munro

Our Definition of Bullying

Bullying is any form of deliberate behaviour, by an individual or group, repeated over time which intentionally causes hurt or distress physically or emotionally to another individual or group.

This can take many forms and is often motivated by prejudice

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate
- There is a power imbalance that makes it hard for the victim to defend themselves
- It is usually persistent

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying. If the victim might be in danger then intervention is urgently required.

Bullying has many forms – e.g. physical, verbal, emotional or electronic (cyber-bullying). A bully is someone who targets others and makes them unhappy or frightened over a period of time. They may do this by:

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Bullying can include:

- Name calling
- Taunting
- Mocking
- Making offensive comments
- Physical assault
- Taking or damaging belongings
- Cyber-bullying – inappropriate text messaging and e-mailing; sending offensive or degrading images by phone or via the internet
- Producing offensive graffiti
- Gossiping and spreading hurtful and untruthful rumours
- Excluding people from groups

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Why are children and young people bullied?

Specific types of bullying include:

- Prejudice crime related bullying of children with special educational needs or disabilities, homophobic and transphobic bullying or related to race, religion or culture
- Bullying related to appearance or health
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying

This is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Homophobic bullying and using homophobic language

Homophobic language is terms of abuse used towards lesbian, gay and bisexual people or those thought to be LGBT. It is also used to refer to something or someone as inferior. This may also be used to taunt young people who are different in some way or have gay friends, family members or their parents/carers are gay.

Dismissing it as banter is not helpful as even if these terms are not referring to a person's sexuality they are using the terms to mean inferior, bad, broken or wrong. We will challenge the use of homophobic language in our school even if it appears to be being used without any homophobic intent. Persistent use of homophobic language or homophobic bullying will be dealt with as with any other forms of bullying

Where does bullying take place?

Bullying is not confined to the school premises. Advice for school leaders to help with this problem and its effects on children acknowledges that it may also persist outside school, in the local community, on the journey to and from school and may continue into Further Education.

Schools are not directly responsible for bullying off their premises. However, at Chilwell School it is customary to consider circumstances and take disciplinary steps to punish harmful behaviour outside the school where appropriate. For example, were there to be an incident to or from school where an individual was harmed by other members of the school community then appropriate action would be taken by senior staff. The school would also work with the local police to investigate any such incident.

In addition, Chilwell School would recommend the following actions to the parents of victims.

- To inform the school
- To talk to the local police
- To talk to the transport company about bullying on buses
- To talk to the head of another school whose pupils are bullying of the premises
- To discuss safe routes and means to avoid or handle bullying outside the school premises.

Cyber-bullying

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims. We will ensure that our children are taught safe ways to use the internet (see our e-safety policy) and encourage good online behaviour.

Whilst most incidents of Cyber-bullying occur outside school we will offer support and guidance to parents and their children who experience online bullying and will treat Cyber-bullying the same way as any other forms of bullying.

Bullying can take place between:

- Young people
- Young people and staff
- Between staff
- Individuals or groups

Perceptions of Bullying

Whatever form the bullying takes, as a school we must listen to the perceptions of the victim. There are times when victims and bullies need help in understanding their behaviour.

How pupils can receive help

- School Buddy system
- Contact with Year Leaders or tutors
- Contact with a trusted adult at home or at school
- Childline
- Friendship networks
- Mentoring

Procedures for dealing with bullying

Where any member of the school staff receives a report of bullying then this must be followed up no matter how small and investigated. This will be logged on the bullying log. A pupil may well be placed on the 'bully register' for a monitoring period of no more than three months if deemed necessary.

It is the responsibility of all staff to respond if any form of bullying is heard or seen even if the initial response is to stress that bullying is not acceptable in the school.

The response to the incident will vary according to the type of bullying seen, heard or reported.

There are a variety of ways in which reported incidents can be dealt with by staff:

- A reprimand to anyone using abusive or hurtful language
- Time given for talking the incident through with pupils who has shown bullying behaviour
- The opportunity to apologise and be reconciled with the victim
- The use of restorative justice/counselling to resolve issues for the victim
- Parents contacted and kept informed
- Being placed on report for classroom based incidents
- Referral to appropriate individuals e.g. the pupil's tutor
- Off timetable
- Internal exclusion
- In extreme cases fixed term exclusion with the possibility of permanent exclusion and police involvement
- In the case of **cyber-bullying** there is a high chance that the police will be involved as digital media operates 24/7 and, although out of school hours, the school will still take relevant actions in line with this policy. Because of the legal implications of 'published' defamatory media, parents may also be supported in contacting the police.

Racist incidents are responded to under separate LEA procedures

Victim Support

Victims can be supported through:

- Verbal reassurance
- Time to talk through problems
- Reconciliation on a one-to-one basis. A victim should never have to face a group of his/her aggressors.
- Contact with home
- Advice with coping strategies
- Trained senior pupils who act as “Buddies”
- Referral to appropriate individuals including qualified counselling staff
- SOS Chilwell School
- Stepped intervention by School Leaders

Support for bully

- No blame – restorative justice
- Self-esteem in the BLU Room
- ICT programme focussed on bullying
- Police involvement
- Referral to medical services

Home Involvement

The school welcomes contact from parents and carers who are aware of bullying. The immediate person to contact would be the pupil’s tutor or Year Leader

- School will contact home if there are concerns regarding bullying.
- School will work with home to resolve issues
- School will follow up after the incident to see that it has been resolved
- School will make parents aware of the complaints procedure if they are not satisfied with the schools response
- In some cases referrals to other agencies will be supported including a CAF

Whole school approach to preventing bullying includes

- Messages of collective responsibility through school and year assemblies
- Stressing that it is the responsibility of pupils to pass on evidence to help any investigation into bullying
- Themed work in PSHCE, tutor time, assemblies and ICT
- Whole school and Year projects that emphasise caring for others e.g. charity events
- Openness
- Counselling
- Team sports in PE and group work in lessons both of which stress collaboration
- All staff as positive role models

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- Consistency in applying the school behaviour policy
- Developing a supportive community ethos.
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Support for parents/carers

- Parent forum/regular surveys
- Parent information events/information

Support for all school staff

- Staff training and development for all staff including those involved in lunchtime and before and after school activities

Links with other policies and why

Policy	Why
Behaviour Policy	Rewards and Sanctions
Safeguarding Policy	Child Protection
Acceptable use policy	Cyberbullying and e-safety
Equalities Policy	Prejudice related crime (homophobia, race, religion and culture and SEN/disability)
Confidentiality Policy	Reporting and recording
PSHE/Citizenship	Strategies to prevent bullying
Complaints procedure	Channels of communication

Appendix A

Useful organisations

Anti-bullying Alliance (ABA) – www.anti-bullying.org

Brings together more than 65 organisations with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.

Mencap – www.mencap.org

Mencap is a learning disability charity that provides information and support to children and adults with a learning disability, and to their families and carers.

Stonewall – www.stonewall.org.uk

The lesbian, gay and bisexual charity

Educational Action Challenging Homophobia (EACH) – www.eachaction.org.uk

Educational Action Challenging Homophobia (EACH) is a charity and training agency helping people and organisations affected by homophobia. The website gives guidance, contact details and a Freephone helpline.

School's Out – www.schools-out.org.uk

Beatbullying – www.beatbullying.org.uk

Beatbullying is the leading bullying prevention charity in the UK and provides anti-bullying resources, information, advice and support for young people, parents and professionals affected by bullying.

Childnet International – www.childnet-int.org

Childnet International – the UK's safer internet centre
References, documents and related policy/guidance

National Documents

Safe to Learn – DCSF Guidelines

Embedding anti-bullying work in schools – DCSF-00656-2007

Homophobic bullying – DCSF – 00668-2007

Cyberbullying – DCSF – 00658-2007

Bullying Involving Children with Special Educational Needs and Disabilities – DCSF 00372-2008

Cyberbullying – supporting school staff – Cyberbullying – A whole school community issue –
www.education.gov.uk/publications

(all pre 2010 documents previously available on teachernet may now be found in the National archive which can be accessed through this website)

Appendix B

Our Policy and the Law

The Education and Inspections Act 2006 section 89:

- Provides that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents;
- Gives head teachers the ability to ensure that pupils behave when they are not on school premises or under the lawful control of school staff.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. It replaces the three previous public sector equality duties for race, disability and gender, and also covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Duty has three aims:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- And foster good relations between people who share a protected characteristic and people who do not share it

Safeguarding Children and Young People

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, school staff should report their concerns as per the Children Protection Policy and Procedures.

Even where safeguarding is not considered to be an issue, school may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child doing the bullying.

Bullying Outside School Premises

Head teachers have a specific statutory power to discipline pupils 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 pupils' 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 school or public transport, outside the local shops, or in a town or village centre. This also relates to the use of electronic devices or digital media outside of school time.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.