



Anti-Bullying Policy

Fearn's Community Sports College - Anti Bullying Policy

Everyone at Fearn's has the right to feel happy, secure, safe and included. Only when these are present with all members of our school community are we able to achieve maximum potential.

Fact:

There is bullying in all schools regardless of age-range, type, locality or composition of intake.

Where bullying exists within the school the victims must feel confident to initiate the anti-bullying systems within the school. It is our aim to build on our anti-bullying ethos within school, challenge negative attitudes about bullying behaviour and help bullied pupils.

Where bullying exists outside the confines of school the Headteacher has the ability to implement sanctions (see Behaviour Policy).

Bullying is defined as:

"Deliberately hurtful behaviour that may be repeated over a period of time, making it difficult for the person concerned to defend him/herself. Bullying can be physical, verbal or indirect".

Bullying can include racial, sexist and LGBT bullying.

Bullying can take many forms. The 3 main types are:

Physical - hitting, kicking, taking belongings etc

Verbal - name calling, insulting, making remarks etc

Indirect - spreading stories, exclusion from social groups etc

Cyberbullying/Online bullying - this is becoming more widespread; technology including PCs, laptops, smartphones, tablets etc has provided a new medium for 'virtual' bullying, which can occur 24/7, with a potentially bigger audience. The school will always suggest to parents that any type of cyber-bullying should be reported to the police. (see Cyber-bullying paragraph)

Under the Children Act 1989 a bullying incident should be addressed as a Child Protection and safeguarding concern where there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm.

The purpose of the Anti-Bullying Policy

- To create a secure and safe school environment free from threatening behaviour.
- To work towards an attitude of intolerance by the school community of any unkind words or actions.
- To provide systems which make it easy for pupils to report incidents confidentially.
- To provide systems which make it easy for staff to record incidents and consequently deal with those incidents sensitively and effectively.

What Fearn's will do:

- Identify strategies for pupils, parents and staff to help them deal with bullying incidents.
- Use the curriculum, assemblies, pupil voice, anti-bullying week activities, curriculum drop down days and other pastoral opportunities to reinforce the ethos of the 'anti-bullying' school.
- Encourage pupils to report any incidents of bullying to an appropriate adult within school.

- Investigate and record all reported incidents of bullying. Offer help, support and advice to victims.
- Discuss bullying issues appropriate to the incident and the pupils' age and level of understanding using the most appropriate strategies.
- Provide the opportunity for young people to train as anti-bullying ambassadors. Make ambassadors available to support all members of the school community.
- Deal with the situation using appropriate behaviour modification measure including sanctions.
- Seek to ensure that all pupils know the difference between bullying and simply 'falling out'.
- Monitor incidents of bullying and take appropriate actions when patterns emerge. Ensure that prejudice based incidents are recorded as such and analysed.
- Incidents of bullying are dealt with as per our Behaviour Policy and Consistency & Consequence Policy.

Evaluation

The implementation of this policy will initially be evaluated annually by the Headteacher and the Senior Leadership Team in consultation with staff and pupils. Reports will be made to the Governing Body.

Responsibilities of School Staff re Bullying

A decision will need to be taken initially about the level of seriousness of the incidents concerned, before beginning the anti-bullying process. If the bullying includes prejudice based abuse it should be reported to the Deputy Headteacher. The incident will be recorded electronically.

Procedures

1. After the first known incident, both the bully and the victim should be counselled by the Pastoral mentor, teacher identifying the bullying incident, form tutor or Diamond centre staff.
2. If the incident continues, the parents should be invited into school to see the relevant form tutor, pastoral mentor or Deputy Headteacher. A strategy should be developed with the consent of both sets of parents / carers concerned to deal with the problem. (Written evidence should be placed in pupils files)
3. If the incidents still continue, the parents / carers are brought in to see the Deputy Headteacher. Further counselling takes place to both bully and victim. The school's PCSO may be involved where this is agreed by school and parents.
4. If an incident of bullying occurs through technology – mobile phones, social networking sites etc the police may be informed as this is a criminal offence. The school will offer support however, parents must log the incident with police when necessary.
5. Inclusion and Exclusion procedures may be used where appropriate.

Recording incidents

1. The person dealing with the incident should record information for pupil files.

2. The bully and / or victim may also record the events in writing.
3. Discussions with both parties should be fully documented by the person dealing with the incident as soon as possible after the event.
4. The parents / carer should be contacted by the person dealing with the incident and given an explanation of the incident.
5. All the above must be filed in the pupils' files and added to pupil Log.
6. Serious incidents must be recorded and copies given to pastoral mentors and Deputy Headteacher.

Guideline for Teachers and Other Staff

Watch for early signs of distress in pupils - deterioration of work, regular illness, isolation, the desire to remain with adults, lateness for lessons and school, low self-esteem, bruises and cuts, avoidance of school. All of these may be symptomatic of other problems but may be signs of bullying.

- Be aware and willing to listen.
- Treat information seriously.
- Record each incident precisely and be seen to do this.
- Offer the victim immediate support and help by putting the schools' procedures into operation.
- All observed incidents of bullying must be stopped immediately. They must then be dealt with either immediately or at a later more appropriate time.
- The child who is bullying must be made aware that his/her actions are considered to be bullying and that these are hurtful to the victim.
- A victim of bullying must not be made to feel guilty because he/she is bullied. The victim, must however, be made aware that some behaviour can easily be used as an excuse for bullying.
- If bullying is happening to children to and from school, parents should be informed. Try to keep the child who is bullying at school until everyone has left.
- Make sure all pupils are aware that bullying (verbal, physical or indirect) is not tolerated in the school. Everyone is expected to ensure that it does not happen and has the responsibility to tell.

Five Key Points

1. Never ignore suspected bullying
2. Do not make premature assumptions
3. Listen carefully to all accounts (several pupils saying the same does not necessarily mean they are telling the truth)
4. Adopt a problem solving approach which moves pupils on from justifying themselves.
5. Follow up repeatedly, check bullying has not resumed

Guidelines for Pupils

Ask for help, tell a teacher

Report any bullying to an anti-bullying ambassador and/or the anti-bullying staff lead

Tell any other adult you can trust

Tell them again if the bullying does not stop

Walk confidently even if you don't feel that way inside

Do not fight back – this can make it worse

Look after yourself: if you are in danger, get away. Do not try to keep your possessions.

Those pupils who witness bullying should report the issue and if confident challenge any prejudice based comments/incidents.

Remember – it is **NOT** bullying when:

- there is no intention to hurt or harm someone
- there is a one-off fight or argument between pupils of equal stature or strength
- there is a good reason why others cannot be included in a group activity
- a pupil is called a nickname with which they are happy

Guidelines for Parents

Parents should: watch for signs – not wanting to go to school, regular minor illnesses and headaches, avoiding friends, coming home with bruises, torn clothing, possessions disappearing.

Listen to what your child says; try to establish if the problem really is bullying and not something else.

Discuss with your child what you can do.

Talk to staff at school. Do this for as long as the bullying continues.

Help your child to deal with the problem by him/herself.

Bullying outside of School

Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". 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. Where bullying outside school is reported to school staff, it will be investigated and acted on. The Headteacher will also consider whether it is appropriate to notify the police or anti-social behaviour co-ordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will always be informed.

Cyber-bullying/online bullying

The rapid development of, and widespread access to varied 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 an, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

Bullying and Criminal Law

Under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2013 and the Public Order Act 1986. If school staff feel that an offence may have been committed, assistance will be sought from the police e.g. It is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

This policy does not stand alone and should be used alongside other relevant policies including safeguarding.