Anti-Bullying Policy

Adopted by: Governing Body
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This document should be read in conjunction with all other school policies.

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Introduction

Delta Education Trust provides education for pupils with social and emotional needs and for those with conditions on the autistic spectrum (ASD). The trust is committed to working with pupils to identify and address their barriers to learning.

We believe that all individuals have rights and responsibilities to themselves and to others. This is based on the belief that all individuals are of value and should be given the opportunity to learn and develop potential. Our overarching aim is to enable young people to develop their full potential to lead a purposeful life.

Key Objectives:
- The provision of personalised, high quality education with flexible learning pathways
- The development of personal and social skills
- Partnership working with parents, schools and other agencies.
- The development of positive strategies to overcome barriers to learning
- Preparing our pupils well for the next stage of their education and for life in modern Britain.
Section 1
Aims & Objectives

- To safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil
- To develop preventative strategies – including the provision of a stimulating and personalised curriculum to re-engage our pupils in learning
- To provide a safe, caring environment for the whole school community.
- To help pupils understand that bullying is unacceptable and that any reports of bullying will be taken seriously, recorded and acted upon.
- To reassure pupils that they will be listened to and know it is alright to tell/talk to an adult about it.
- To listen to parents'/carers' concerns and keep them informed of actions taken in response to a complaint.
- To fully investigate any report of bullying and keep detailed records of these incidents.
- To take appropriate action including exclusion. “pupils must not be excluded from school for being bullied” – Education Act 2002
- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe, as stated in The Children Act 1989, 2004 and 2011 The Government Green Paper 'Every Child Matters' 2003 (outcome 2) and the Special Educational Needs and Disability code of practice 2014.
- Staff will receive appropriate CPD training and support to ensure a high level of professional expertise
- All members of the Local Governing Body, teaching and non-teaching staff, pupils and parents/carers will have an understanding of what bullying is.
- All members of the Local Governing Body, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/carers will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/carers will be assured that they will be supported when bullying is reported.

These aims will also ensure that:

- Work is undertaken to remove barriers to learning by supporting the social and emotional needs of learners
- Learners’ educational and personal potential is developed in a safe, stimulating and supportive learning environment
- Pupils are given the opportunity to make good progress
- Learners’ personal integrity, self-esteem and social skills are developed
• Positive behaviour for learning, in line with the schools behaviour policy is promoted

• Work in partnership with mainstream schools takes place

• Equal opportunities for all

• Value, respect and encourage understanding of all cultures is part of our ethos

• A safe, healthy and happy work place is provided

• A thoughtful attitude towards the immediate and wider community is promoted

• An understanding of the need for sustainable development is encouraged

• Positive role models in order to foster courtesy, kindness and mutual respect are provided

• Learners’ success and achievements are valued and celebrated

Section 2
Definition – What is Bullying?

Bullying may be defined as “Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally where there is an imbalance of power between the person on the receiving end of the bullying and the person or persons doing the bullying.”

Different types of bullying include:

• **Physical** – hitting, kicking, spitting, tripping someone up, stealing/damaging someone’s belongings, etc.

• **Verbal** – name-calling, insulting a person’s family, threats of physical violence, spreading rumours, constantly putting a person down.

• **Emotional/psychological** – excluding someone from a group, humiliation.

• **Racist** – insulting language/gestures based on a person’s actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence.

• **Sexual** – sexually insulting language/gestures, name-calling, graffiti, and unwanted physical contact.

• **Homophobic** – insulting language/gestures based on a person’s actual or perceived sexuality, name-calling, graffiti, homophobic violence.

• **Cyber** – bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services), and hate websites.

Section 3
What Is Not Bullying?

• It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).

• Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children’s development to learn how to deal with friendship breakdowns, the odd name calling or
childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Section 4
Signs and Symptoms of Bullying

- A pupil may indicate, by different signs or behaviour, that he, or she, is being bullied. Adults should be aware of these possible signs and investigate further if a pupil -
  - Is frightened of walking to or from school
  - Becomes withdrawn, anxious or lacking in confidence
  - Starts stammering
  - Attempts or threatens suicide or runs away
  - Cries themselves to sleep at night or has nightmares
  - Feels ill in the morning
  - Begins to under-perform in school work
  - Comes home with clothes torn or books damaged
  - Have possessions that go 'missing'
  - Asks for money or starts stealing money (to pay the bully)
  - Has unexplained cuts or bruises
  - Comes home hungry (snack/sandwiches have been stolen)
  - Becomes aggressive, disruptive or unreasonable
  - Starts swearing or using aggressive language for no apparent reason
  - Is bullying others
  - Stops eating
  - Is frightened to say what's wrong
  - Gives excuses which seem implausible for any of the above

- These signs and behaviours could indicate other problems but bullying should be considered a possibility and should be taken seriously and investigated without delay.

Section 5
Where Does Bullying Happen?

- It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground and on the way to and from school. However, schools are only legally responsible for bullying incidents which occur on the school premises.

- Nevertheless, at the academy we are also concerned with our pupils’ conduct and welfare outside school and we will do what we can to support and address any bullying issues that occur outside the school premises. The following steps may be taken -
  - Talk to the local Community Police Officer about problems on the streets
N.B. Education and Inspections Act section 89, 2006: The law empowers Headteachers to such extent as is reasonable to regulate the behaviour of pupils when they are off school site (which is particularly pertinent to regulating cyber bullying.)

Section 6
How we handle bullying at The Delta Education Trust

Staff, parents and pupils at the academy work together to create a happy, caring and safe learning environment. Bullying will not be tolerated. It is everyone’s responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

- When bullying is reported it will be taken seriously.
- Staff will work with the young person who is being bullied to help them feel safe and find responses to bullying that work.
- Staff will work with the young person or people who are bullying to change the bullying behaviour.
- Wherever possible, staff will work with the parents/carers of any pupil who is being bullied to support and encourage that pupil in finding solutions to the bullying.
- Wherever possible, staff will work with the parents/carers of any pupil who is bullying to support and encourage that pupil in finding alternatives to the bullying behaviour.
- Staff will try to involve staff from outside agencies (e.g. IAG services, the area Youth Offending Team, FISH Worker, Police etc.) in supporting pupils who are experiencing bullying or who are bullying.
- Excluding pupils from school is a last resort. If particularly serious victimisation, abuse and intimidation, or physical bullying against any other person belonging to the school community is reported, those pupils who carried out the bullying will have to be suspended from school activities while it is investigated and solutions are sought. If the solutions have no effect, or if the bullying was so severe that it would be harmful to the rest of the school community to allow the suspended pupil to return to the school, he/she may have to be permanently excluded, in line with Local Education Authority guidelines.

Section 7
Strategies for the Prevention and Reduction of Bullying
• Whole school initiatives and pro-active teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the occurrence of bullying. These will include -
  
  o Undertaking questionnaires to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy.
  
  o Making national anti-bullying week a high profile event each year as part of our Rights Respecting Schools agenda.
  
  o Prominently displaying anti-bullying posters produced by the pupils.
  
  o Using praise and rewards to reinforce good behaviour
  
  o Developing the roles that pupils can play to stop bullying
  
  o Invite pupils to attend courses that support them to understand the impact of bullying
Appendix 1
Procedures for Reporting and Responding to Bullying Incidents

- All staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all pupils involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure (which is a variety of options that could be acted upon) will be used for reporting and responding to bullying allegations or incidents -
  o Report all bullying allegations and incidents.
  o Staff will make sure the victim is safe and feels safe.
  o Appropriate advice will be given to help the victim(s).
  o Staff will listen and speak to all children involved about the incident separately.
  o The problem will be identified and possible solutions suggested.
  o Staff will attempt to adopt a problem-solving approach which will move pupils on from them having to justify their behaviour.
  o Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
  o Staff will reinforce to the bully that their behaviour is unacceptable.
  o The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions or support applied.
  o If possible, the pupils will be reconciled, – use of Restorative Justice/ Mediation
  o An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
  o In cases of serious bullying, the incidents will be recorded by staff on SIMS. All reports will be kept in a file in the school office. – “The department recommends that schools should record all incidents of bullying, including type and report the statistics to the local authority.”
  o In serious cases parents/carers will be informed and will be invited to come into school for a meeting to discuss the matter.
  o After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
  o Bullying incidents will be discussed regularly at staff meetings.
  o The school’s nominated anti-bullying governor will present termly reports on serious bullying incidents to the Local Governing Body.

If necessary and appropriate, the Safeguarding Officer in school, Social Services or Police will be consulted.

Appendix 2
Sanctions
Sanctions for bullying are intended to hold pupils who bully to account for their behaviour and ensure that they face up to the harm they have caused and learn from it. They also provide an opportunity for the pupil to put right the harm they have caused. Sanctions also signal to other pupils that the behaviour is unacceptable and deter them from doing it.

- Apologise to the victim(s) verbally or in writing.
- Lose privileges/break times.
- Parents will be invited in to school (to discuss the matter).
- Be removed from class and work in isolation.
- Report to the Head of School or Deputy Head of School.
- Be withdrawn from participation in school visits, clubs and events not essential to the curriculum.
- Fixed-term exclusion.
- Permanent exclusion.

Appendix 3
Advice and Information for Stakeholders

All pupils

All of us find ourselves in vulnerable positions sometimes, e.g. when we start a new school/job/subject, if we are having problems at home, etc. As part of the school community, you have a responsibility to help combat bullying by supporting other pupils when they are vulnerable. Don’t gang up against another pupil in a vulnerable position, try to help him/her feel less vulnerable. Don’t join in with making fun of them, even if you don’t feel able to challenge the bullying behaviour yourself. And don’t turn a blind eye to bullying and victimisation.

Here’s what to do if you know that another pupil is being bullied (this could be a friend that you know really well, someone in one of your classes, or someone that you just see around the school and have never even spoken to; and the bullying could be happening at school, or on the way to and from school):

- Let a member of staff know about the bullying. You can do this in lots of different ways:
  - Find a quiet moment to speak to a member of staff. After class can be a good time to approach teachers. You can always pretend that you need help with some work if you are worried that other pupils might hear you ask the teacher for a private word.
  - Tell a trusted pupil, who can advise you how to tell staff and support you in doing so, or tell them for you if you are unable to do so.
  - If you are ever worried for your own or another pupil’s physical safety (including if you are afraid that a pupil may harm himself/herself), do not hesitate to tell a member of staff so that they can take immediate action to keep the pupil safe.
with the help of other staff at the school, parents/carers and the police and ambulance service if necessary.

Pupils who are being bullied

- If you are being bullied, you can expect that:
  - You will be listened to and taken seriously.
  - Action will be taken to help you to stop the bullying.
  - You will be involved in the process of deciding what action to take to help stop the bullying and any worries that you may have will be listened to and respected.
  - You will be given the opportunity to talk about the way that the bullying has made you feel and to find strategies to deal with these feelings and to understand and cope with bullying behaviour. This means: A senior staff member will be told about your situation so that they can help to support you.
  - You will be given the chance to work with them to find strategies to deal with bullying and to talk about any feelings and worries that you may have.
  - You may be offered the chance to talk with staff from other agencies as well, e.g. Personal Advisers from an IAG service, the school counsellor.
  - Staff will ask to let your parent(s)/carer(s) know what is going on, and to offer them the chance to help support you, too.
  - You will have regular meetings with staff (e.g. every week for a month, a half-term, or a term) to make sure that the action taken to stop the bullying is really working and that you are happy with how things are going.
  - If you are ever in fear for your physical safety, staff will take immediate action to keep you safe with the help of their colleagues at the school, parents/carers and outside agencies like the police and ambulance service if necessary.

Pupils who are bullying

Bullying behaviour has no place at this school. If you are involved in bullying, you can expect that:

- Your bullying behaviour will be challenged.
- You will be treated fairly.
You will be given the opportunity to change your behaviour and encouraged and supported in doing so. This means:

- You will be expected to work with staff to look at the reasons that you have been bullying and to find and put into practice other ways of behaving.
- You could be offered the chance to work with staff from other agencies who can help you to stop bullying, e.g. Personal Advisers from an IAG service and the school counsellor.
- Staff will ask to let your parent(s)/carer(s) know what is going on, and to offer them the chance to help support you in changing your behaviour.
- You will have regular meetings with staff to review your behaviour (e.g. every week for a month, a half-term, or a term).

- If you don’t work at changing your behaviour then staff will have to take more serious action, e.g. suspending you from school activities. At this point the school will have no choice but to involve your parent/carer.
- Our priority is to make this school a safe and positive place for the whole school community. If you take part in a serious campaign of victimisation, abuse and intimidation, or episode of physical bullying against any other person belonging to the school community, you will be instantly given a fixed term exclusion from coming to school whilst the behaviour is investigated and you may well be permanently excluded.

**Staff**

All staff can expect to be properly trained and supported in dealing with bullying.

All staff will be expected to:

- Promote an environment that is constructive and safe for all pupils through their own teaching practice and actions.
- Follow the procedures set out in this policy when they are dealing with bullying.
- Work in co-operation with colleagues, pupils, parents/carers, staff from other organisations in the local community and the school’s board of governors to combat bullying.

**Parents/carers**

All parents and carers can expect to be kept informed of the school’s anti-bullying work throughout the school year.

Staff will do their best to address any concerns that you may have about bullying; and you will be asked to co-operate with the school in supporting your child and promoting the message that bullying behaviour is not acceptable.

If your child is being bullied, you can expect that:

- You and your child will be listened to.
o Staff will ensure that you are involved in the process of supporting your child in dealing with the bullying.
o Staff will do their best to address any concerns you may have.
o Wherever necessary, the school will put you in contact with outside agencies (e.g. IAG services, counselling services, etc.) that can help to support you and your child in addressing his/her experience of being bullied.

If your child is bullying another pupil, you can expect that:

o You and your child will be listened to.
o Your child will be treated fairly.
o Your child will be expected to change his/her bullying behaviour and supported and encouraged in doing so by staff.
o Wherever necessary, the school will put you in contact with outside agencies that can help to support you and your child in addressing his/her bullying behaviour.

If you have any concerns that another child who attends the school (e.g. a friend of your child) may be experiencing bullying, please do not turn a blind eye but mention this to a member of staff.

Governors

School Governors can expect to be kept up-to-date on the progress of the school’s anti-bullying work, and to receive a report on anti-bullying work.

School Governors will be expected to:

o Give feedback on the monitoring and evaluation of the anti-bullying policy and practices in the school;
o Publicly support the school’s anti-bullying message.

Appendix 4
Monitoring and Evaluation

- To ensure this policy is effective, it will be regularly monitored and evaluated by the Head of School and Governors. Questionnaires will be completed by all stakeholders and comments will be taken into account when reviewing the policy. Following a three year review, any amendments necessary will be made to the policy and everyone informed. A report will then be issued to governors and the policy will be distributed to all parents/carers.

- Senior Leadership will also review upon each review of the school SEF