



Campion School

Anti-bullying Policy

Dated: Nov 2016
Review: Nov 2017




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Anti-bullying Policy

Policy details

Date of policy: November 2016
Date of next review: November 2017
Review to involve: *e.g. School staff, pupils, parents, governors, specialist services, etc.*

Member of staff responsible for overseeing that this policy is implemented and regularly reviewed:
Andrew Morris Assistant Headteacher

Signature (Chair of governors): 

Signature (Head teacher): 

Date: November 2016

Development and dissemination

This policy is based on a sample policy provided by www.teachernet.gov.uk and reviewed and amended by Warwickshire Anti-bullying Partnership and Warwickshire Healthy Schools Team. It has then been amended according to comments and suggestions from pupils and members of staff in our school. The policy has been approved by the School Council and by governors.

Policies are disseminated through newsletters and assemblies to the whole school, including school staff, pupils, governors and parents. Copies are located on the school website, the staff room, Head teacher's office and reception. The policy, or parts of the policy, will be reproduced in the school handbook, staff handbook, etc. New members of staff will receive the policy through their induction programme.

Statutory duties of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Under the Education Inspections Bill 2006 the duties are extended to include preventing/responding to bullying that happens outside school, where it is reasonable to do so. Schools also have a duty to 'safeguard and promote the welfare of pupils' (Education Act 2002) and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004). Government guidance advises that the policy should also address the bullying of staff by pupils ('Safe to learn' DCSF 2007).

Scope of this policy and 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 Policy.

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

- equality and diversity policy
- behaviour policy
- acceptable use policy (internet safety)
- SEND policy
- safeguarding and child protection policy
- complaints procedure

Definition

This school has chosen to adopt Warwickshire Anti-bullying Partnership's definition of bullying:

"When a person's or group of people's behaviour, over a period of time, leaves someone feeling

one or more of the following:

- Physically and/or mentally hurt or worried
- Unsafe and/or frightened
- Unable to do well and achieve
- 'Badly different', alone, unimportant and/or unvalued
- Unable to see a happy and exciting future for themselves

it could be bullying. 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, this is bullying.

If someone is made to feel like this, or if they think someone they know feels like this, it should be investigated. This should happen straight away as it can take a long time to build up the courage to tell. However, lots of things can make people feel bad, sometimes it depends on the situation we are in, and it is not always bullying – so we think the following definition, adapted from one written by the national Anti-bullying Alliance, is also useful:

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 very hard to defend themselves

It can be:

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

Where individuals or groups bully different people, this will be seen as a pattern of bullying behaviour and treated as such.”

Warwickshire's Anti-bullying Partnership 2007

This school recognises that bullying that is motivated by prejudice is a particular concern, for example racist, sexist and homophobic bullying and bullying related to perceptions about disability and/or special educational needs. All staff will be provided with appropriate training in equality and diversity, so that they are equipped to tackle these issues on a wider scale as well as in relation to bullying. Further details of our commitment to this can be found in our Equality and Diversity 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, and that staff are free from fear of bullying by pupils. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Throughout this policy the term 'parent' is used to mean a pupil's parent, carer or guardian.

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, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. The School's teaching and ancillary staff will 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.

All pupils will be encouraged to report bullying by

- talking to a member of staff of their choice
- making a written statement of the bullying concern and placing it in the box in student support or passing to their chosen member of staff
- contacting local and national support agencies for advice/support

Staff who are being bullied will be encouraged to report it to a colleague of their choice.

Parents will be encouraged to report concerns about bullying and to support the school in tackling it. Parents should be aware that if they try to resolve bullying directly with pupils or their families there is a risk that problems may escalate.

Responding to reports about bullying

School

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

- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it
- A clear account of the concern will be recorded and given to the Assistant Headteacher or the pupils House Learning Leader.

- The Assistant Headteacher or House learning Leader will ensure everyone involved is interviewed and keep a detailed record. This will be held in line with the school's data protection policy/practice
- Form tutors and other relevant staff will be kept informed
- Parents and other relevant adults will be kept informed
- Where bullying occurs outside school, any other relevant schools or agencies (e.g. youth clubs, transport providers) will be informed about the concerns and any actions taken
- Disciplinary measures will be used as appropriate and in consultation with all parties involved

Pupils and staff

Pupils and staff 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
- restoring self-esteem and confidence
- the use of specialist interventions and/or referrals to other agencies e.g. educational psychology, where appropriate

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents to help change the attitude of the pupil
- the use of specialist interventions and/or referrals to other agencies where appropriate

Some examples of disciplinary steps that can be taken may include:

- official warnings to cease offending
- detention
- isolation
- exclusion from certain areas of school premises
- altered timetable
- minor fixed-term exclusion
- major fixed-term exclusion
- Governors discipline committee panel meeting
- permanent exclusion

NB Disciplinary action will not necessarily take place in the order given. It may be appropriate to use other sanctions depending on the circumstances.

Parents

- Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.
- Where a pupil is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone / device. Where a child's behaviour outside of school affects other children's ability to function inside of school, the school will consider disciplinary action in the same way as if the offence occurred inside of school.
- Referral of the family to external support agencies will be made where appropriate

Preventative measures

The school will:

- raise awareness of the nature of bullying through inclusion in REAL education, form time, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour.
- participate in national and local initiatives such as Anti-bullying Week and the work of Warwickshire's Anti-bullying Partnership
- seek to develop links with the wider community that will support inclusive anti-bullying education
- consider the use of specific strategies, for example peer mentoring, on a regular basis and implement them if appropriate subject to available resources.

Promotion of this policy

The policy and methods for reporting bullying concerns will be promoted throughout the school, for example in information packs for new pupils and staff and through regular awareness raising activities with existing pupils and their families.

Monitoring, evaluation and review

A senior member of the school staff will be identified to lead on the implementation of the policy and act as the link person with the local authority.

Where requested, a report will be made to the governing body, including statistics about:

- the number of reported concerns
- monitoring information about the pupils involved

- motivations for bullying
- actions taken and outcomes

The school will review the policy annually and assess its implementation and effectiveness.

Further information

For further information about current initiatives and resources to support the anti-bullying agenda visit the following websites:

- www.warwickshire.gov.uk/bullying
- www.anti-bullyingalliance.org.uk
- www.beatbullying.org