Campion School

Anti-Bullying Policy

Dated: Nov 2020

Review: Nov 2021

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Anti Bullying Policy

last revision November 2019

Policy details

Date of policy: 19 November 2020

Date of next review: November 2021

Policy to be reviewed by governors

Members of staff responsible for overseeing that this policy is implemented and regularly reviewed:

Jassa Panesar (Headteacher),

Steve Bolsover (Deputy Headteacher)

Signature (Chair of governors):

Signature (Headteacher):

Date: 19 November 2020

Opening Statement

This school is a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and should be treated with respect.

1.   Aims and purposes of this policy

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all students and staff is a key priority. We take all incidents of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle bullying, harassment or discrimination.

We actively promote the values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our students to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our students by society when they leave school and enter the world of work or further study.

Although the language of this policy focuses on bullying of a student or students by other students, it should be made clear that bullying or intimidating of staff by one or more students, or by other members of staff, in or out of school, will not be tolerated. Any mention of bullying of students in the policy applies equally to bullying or intimidation of staff.

Allegations concerning bullying of pupils by staff will be dealt with under the school's *Staff Code of Conduct* and the *Child Protection and Safeguarding Policy*.

This policy is part of a series of inter related policies:

- Behaviour Management Policy
- Child Protection and Safeguarding Policy
- Complaints Procedure
- E-Learning Policy
- Equality and Diversity Policy
- SEND Policy

2.   Definition of Bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied.

The nature of bullying can be:

- **Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- **Attacking property** – such as damaging, stealing or hiding someone's possessions

- **Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- **Psychological** – such as deliberately excluding or ignoring people
- **Cyber** – such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

- **Race** (racist bullying)
- **Religion or belief**
- **Culture or class**
- **Gender** (sexist bullying)
- **Sexual orientation** (homophobic or biphobic bullying)
- **Gender identity** (transphobic bullying)
- **Special Educational Needs (SEN) or disability**
- **Appearance or health conditions**
- **Related to home or other personal situation**
- **Related to other vulnerable group of people**

No form of bullying will be tolerated and all incidents will be taken seriously.

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

3.   Reporting Bullying

Students who are being bullied: If a student is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school.

Some members of staff are trained and experienced in safeguarding students and students are encouraged to talk to these first. These include: Child Protection Officers, Student Support Team, House Learning Leaders and school counsellors.

If a student does not feel able to approach any of these members of staff then they can report bullying to any member of staff, whether teaching or non-teaching. All staff are aware of the procedures to follow.

If a student does not want to report the bullying face to face they can email their concerns to *stop@campion.warwickshire.sch.uk* or online at *campion.thesharpsystem.com*.

Students can call ChildLine to speak with someone in confidence on 0800 1111.

Reporting – roles and responsibilities

Staff: All school staff, both teaching and non-teaching have a duty to report bullying, to be vigilant for the signs of bullying and to play an active role in the school's efforts to prevent bullying. If staff are aware of bullying, they should reassure the students involved and inform a relevant member of the pastoral team. The anti-bullying leads at Campion are: Angela Burden, Yvette Brown, Liz Gayton, Hannah Wilson and Mandeep Sandhu.

Senior Staff: The Senior Leadership Team and the head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people. In addition to the designated anti-bullying leads, Steve Bolsover is the Senior Leader responsible for anti-bullying.

Parents and Carers: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and cares should tell their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing a member of staff. If they email ***stop@campion.warwickshire.sch.uk*** their report will get through to one of the pastoral team.

Students: Students should not take part in any kind of bullying and should watch out for potential signs of bullying among their peers. They should never be bystanders to incidents of bullying. If students witness bullying they should support the victim, encourage them to report the bullying and, if possible, accompany them to tell a trusted adult.

4.   Responding to bullying

When bullying has been reported, the following actions will be taken:

- Staff will record the bullying incident on the SIMS behaviour management log
- Pastoral leads will monitor the logs and analyse and evaluate where action needs to be taken
- Designated Safeguarding Lead will report regularly to the governors' ***Pupils, Personnel and Community*** sub-committee
- Support will be offered to those who are the target of bullying from the pastoral team in school from a member of staff or school counsellor using the most appropriate strategies, which may include:
    - 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
    - work to restore self-esteem and confidence
    - the use of specialist interventions and/or referrals to other agencies

- Support will pro-actively respond to the bully, who may require support from the pastoral team in school from a member of staff or a school counsellor using the most appropriate strategies:
    - 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
- Staff will assess whether parents and carers need to be involved
- Staff will assess whether any other authorities (such as the police or the local authority) need to be involved, particularly where actions take place outside of school

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

- official warning to cease offending
- detention
- working in the Focus area
- exclusion from certain areas of school premises
- altered timetable
- minor fixed term exclusion
- major fixed term exclusion
- attending Governors' Disciplinary Panel meeting
- permanent exclusion

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

5.   Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on students' well-being beyond the school day. Staff, parents and carers, and students must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

6.   Derogatory Language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on SIMS and follow up action, and sanctions, if appropriate, will be taken for students and staff found using any such language. Staff are encouraged to record the casual use of derogatory language through SIMS or by email to the appropriate member of the pastoral team.

7.   School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- A student-friendly anti-bullying policy which ensures that all students understand and uphold the anti-bullying policy
- The REAL programme of study includes opportunities for students to understand about different types of bullying and what they can do to respond and prevent bullying
- Tutor time provides regular opportunities to discuss issues that may arise in class and for form tutors to target specific interventions
- House assemblies help raise students' awareness of bullying and derogatory language
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-bullying week, Black History Month and LGBT History Month
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible
- Stereotypes are challenged by staff and students across the school
- Mentoring is available to offer support to all
- Restorative justice provide support to targets of bullying and those who show bullying behaviour
- Students are encouraged to become involved in developing school-wide anti-bullying initiatives through tutor time activities, school focus groups and student surveys
- Working with parents and carers, and in partnership with community organisations, to tackle bullying where appropriate
- Students can report bullying in person, by email to **stop@campion.warwickshire.sch.uk** or using the **Sharp** online reporting tool on the homepage of the school website.

8.   Training

The head teacher and the Designated Safeguarding Lead are responsible for ensuring that all school staff, both teaching and non-teaching (including midday supervisors, caretakers and librarians) receive regular training on all aspects of the anti-bullying policy.

9.   Monitoring and reviewing

The Designated Safeguarding lead is responsible for reporting to the governors through the **Parents, Personnel and Community** sub-committee on how the policy is being enforced and upheld. The chair of the sub-committee will report back any concerns to the full governing body.

The governors are in turn responsible for monitoring the effectiveness of the policy via the **Parents, Personnel and Community** sub-committee and by in-school monitoring such as learning walks and focus groups with students.

Further information can be found at the following websites:

www.warwickshire.gov.uk/bullying

www.anti-bullyingalliance.org.uk

www.beatbullying.org

This policy should be reviewed every 12 months.