



## **ANTI-BULLYING POLICY**

Everyone has the right to attend school without fear of the bullying behaviour of others in any aspect of school life

### **DEFINITION OF BULLYING**

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", March 2014)

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet. It is important to consider whether actions amount to bullying or are instead related to relational conflict, such as arguments. Accidental behaviour is not bullying, and a one off incident may not necessarily be bullying.

### **FORMS OF BULLYING COVERED BY THIS POLICY**

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation or perceived sexual orientation (homophobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology – "cyberbullying"

### **PREVENTING, IDENTIFYING AND RESPONDING TO BULLYING**

In line with the 2010 Equality Act and our Equality Policy, we are committed to protect members of the school from unlawful discrimination on the basis of unlawful gender, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity and to provide for the wellbeing and welfare of all. This approach underpins all aspects of the school's anti bullying work.

The school community will:

- Create and support an inclusive environment, where pupils feel safe and which promotes a culture of mutual respect, consideration and care for others which will be upheld by all
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring
- Work with staff, other agencies and the wider school community to identify and tackle all forms of prejudice-driven bullying, and, as a result, develop strategies to prevent occurrences of this
- Through the PDL Curriculum, actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- Provide a range of approaches for pupils, staff and parents/carers to report concerns and access support
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others

- Consider all opportunities for addressing bullying in all forms throughout the curriculum with a range of approaches such as displays, assemblies, peer support and the School Council
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour
- Train all staff including teaching staff, support staff and pastoral staff to identify all forms of bullying and to follow the school policy and procedures (including recording and reporting incidents)
- Actively create “safe spaces” for vulnerable children and young people.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied
- Include a copy of the Anti-Bullying Charter in the school prospectus and familiarise all new members of the school community with the policy as part of their respective induction processes
- Ensure that pupils understand the moral and legal situation with regard to cyber bullying, including "prank" calls from mobile phones and abusive communications either by social networks e.g. Facebook, e-mail, MSN or texts/calls to mobiles. The E Safety Policy sets out good practice and is referred to in many curriculum contexts
- Promote an atmosphere of “IT’S OKAY TO TELL”, through the communication of the policy to staff, pupils, parents and the wider community

## **DEALING WITH INCIDENTS**

All incidents of bullying will be treated seriously and fully investigated

- Staff, parents and pupils must actively support the school's policy by reporting all incidents, or any suspected bullying activities that the subject of bullying may be afraid to report.
- All individuals involved, both the subject of the bullying and the alleged bully, as well as any witnesses will be interviewed. The expected outcome of this is that pupils take responsibility for their own behaviour and resolve to move on from the situation
- In applying sanctions to deal with the situation, the school’s Behaviour and Discipline Policy will be implemented as appropriate to the incident. This may include School Detentions, Senior Teacher Detentions, Lunchtime Isolation, the Isolation Unit and Exclusion. These sanctions are not necessarily to be seen as progressive; instead they should be in response to the severity and/or duration of the incident
- Parents will be involved in all situations where the Behaviour and Discipline Policy has been implemented
- Subjects of bullying will be made aware of the sanctions that are being used. If appropriate the bully and subject of bullying will be counselled together. There will be appropriate support offered to bullies and subjects of bullying. This may involve outside agencies
- All reported incidents of bullying are recorded on the School Behaviour and Bullying Log and copies of Incident Reports are passed to the Anti-Bullying Coordinator. Each Year Office monitors those who bully and those who have been bullied. Senior staff may intervene where more serious action is required

## **INVOLVEMENT OF PUPILS**

We will:

- Regularly canvass children and young people’s views on the extent and nature of bullying
- Ensure that all pupils know how to express worries and anxieties about bullying
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum, by ensuring that the PDL curriculum build in opportunities for discussion about types of bullying, reasons for bullying and how bullying can be prevented
- Publicise the details of help lines and websites in accessible, public places
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

- Ensure that Tutor Group Assistants are trained to support Year 7 during induction, to allay any fears of bullying
- Use accredited programmes to train peer mentors in Year 10, and Anti-Bullying Ambassadors in Year 9, to operate drop in sessions at lunchtimes for vulnerable pupils

### **LIAISON WITH PARENTS/CARERS**

Parents can play a vital role by stressing to their children the importance of social behaviour and of the negative impact of anti-social behaviour. Parents are asked to actively support the Anti-Bullying policy by informing the school of any concerns they have regarding subjects of bullying or bullies. We will:

- Make sure that key information (including policies and named points of contact) about bullying is available to parents/carers in a variety of formats.
- Ensure that all parents/carers know who to contact if they are worried about bullying
- Inform parents/carers of any investigation into bullying involving their child

### **RESPONSIBILITIES**

It is the responsibility of:

- Governors, the Head teacher, Senior Leaders, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Head teacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by the policy

### **MONITORING AND REVIEW**

- The incidents and level of satisfactory resolutions recorded of bullying will be monitored by the Year Offices and the Anti-Bullying Co-ordinator and reported to the Senior Leadership Team and governors once a term
- The work of the TGAs in the Tutor groups will be monitored by the Head of Achievement for Year 7, in order to evaluate both their usefulness and the development of appropriate skills
- The Anti-Bullying Ambassadors and the Peer Mentors will be supported on a regular basis by the anti-Bullying Co-ordinator and the Pastoral Manager responsible, through discussion of the nature of the interventions they have been dealing with and the skills that may require further support
- All staff, pupils and parents have an active part to play in the evolution, development and maintenance of this policy
- This policy will be bi-annually up-dated and reviewed by the Senior Leadership Team

### **LINKS WITH OTHER SCHOOL POLICIES**

This Policy should be read in conjunction with the following Springfield policies, procedures and documentation

- Behaviour and Discipline policy
- Safeguarding and Child Protection policy
- Equality Policy
- e-Safety (Online Safety) and Acceptable Use Policies (AUPs)
- Curricular schemes of work such as PDL and Computing

This policy is Equality Act compliant. - core values - objective 3 – objective 4

Review: Autumn 2017

## Anti-Bullying Charter

### **BULLYING NOT WELCOME**

What you should know about bullying

- \* Bullying and intimidation take many forms: physical and verbal, from violence to name calling, from spreading nasty rumours, to isolating others.
- \* Bullying is the cause of upset and unhappiness and will NOT be accepted. Springfield is a caring and friendly school where happiness is the key to success and this depends on you and your attitudes to each other.
- \* We will take any reports of bullying seriously and will investigate them fully. No complaint of bullying is unimportant.
- \* We will deal with anyone bullying others severely. A report will be made and kept with the pupil's school records. We will inform parents/carers about bullying incidents.
- \* We will not tolerate prejudice based on age, disability, race, religion or belief, gender, sexual orientation or social status.

Signature on behalf of the school \_\_\_\_\_

- \* I will not tolerate bullying or harassment of any kind.
- \* I will be accepting of others regardless of age, disability, race, religion or belief, gender, sexual orientation or social status.
- \* I will not judge others on the way they speak, their social behaviour, appearance or their ability.
- \* I will not ignore an incident of bullying and will take all signs of bullying seriously.
- \* I will report any bullying incident to a member of staff/official immediately.

Signature of pupil \_\_\_\_\_

parent /carer \_\_\_\_\_

**ALWAYS TELL SOMEONE – DON'T BE A BYSTANDER**