

Castle School



ANTI BULLYING POLICY

DATE OF ISSUE	02.2013
REVIEW FREQUENCY	3
REVIEW DUE	02.2016
REVIEWERS	SLT / LOC
AUTHOR	PSm
LEGAL REQUIREMENT	NO

Policy Links

PSHCE
Child Protection
Equal Opportunities
Behaviour for Learning

Why do we need an Anti-Bullying Policy?

Persistent bullying can severely inhibit a child's ability to learn effectively or a member of staff's ability to learn effectively or a member of staff's ability to do their job. The negative effects of bullying can have an impact on a person for their entire life.

This school wishes to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour, including racist and homophobic bullying.

Therefore this policy promotes practices within the school to reinforce our vision, and to remove or discourage practices that negate them.

What is Bullying?

Definition and Criteria of Bullying

Bullying occurs when an individual or group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. It is usually persistent, can be covert, and is a conscious attempt to hurt, threaten or frighten someone.

This includes:

- Physical assault against a person or group because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- Derogatory name calling of an insulting and/or personal nature.
- Verbal abuse and threats.
- Demanding money, material goods or favours by means of threat or force.
- Ridiculing an individual because of physical, economic, sexual, intellectual, cultural or racial difference.
- Graffiti designed to intimidate or embarrass.
- Incitement of others to commit acts of bullying.
- Racist, sexual and homophobic behaviour.
- It may involve the use of mobile phones or the internet.
- Deliberate exclusion or isolation of an individual or a group.

Aims

The school aims:

- To increase and to encourage students to report concerns regarding bullying
- To provide protection, support and reassurance for victims.
- To develop the self-confidence and self-esteem of all students.

- To promote an anti-bullying ethos amongst the whole school community and the awareness of the zero tolerance approach of the school in dealing with such issues.
- To raise awareness of negativity act of the role of the bystander to bullying where students either 'assist', 'incite', 'reinforce' or are outsiders giving 'silent approval'.

How do we deal with bullying in our school?

1. School Ethos.
2. Staff Responsibilities.
3. Curriculum.
4. Incident Management and Reporting.

School Ethos

It will be made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly.

Staff Responsibilities

- To implement procedures to confront bullying in any form.
- To listen to all parties involved in incidents.
- To investigate incidents promptly and as fully as possible.
- To take appropriate action or to refer to Tutor/LSPs/SLT as appropriate.
- To record in the appropriate students' files and in the Equal Opportunity Register if appropriate.
- To share with parents of the victim and bully, incidents of persistent and/or serious bullying.
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour.
- To promote open management styles which facilitate communication and consultation within the school and relevant outside agencies when appropriate.
- To model the values we believe in.
- To promote the use of interventions which are least intrusive and most effective.

Curriculum

- During Learning for Life students are taught to be assertive, considerate and confident. Work is also done to raise awareness of bullying issues. In year 7 one of the Curriculum Focus Days is devoted to Friendship issues as part of a PSHCE Scheme of Work.
- Literature, Drama, visitors and assemblies are just four examples of places in the curriculum where bullying may be raised, discussed and explored.

- It may be appropriate to deliberately do some extra or specific work for whole groups in response to incidents at times. This is co-ordinated by the SLT behaviour lead.

Incident Management and Reporting

Bullying will be dealt with quickly and fairly.

In the first instance the Tutor or ALSP will be informed. If serious, the LSP or SLT will be notified. All students involved will complete student incident forms. The perpetrators will be dealt with according to the Behaviour for Learning guidelines. Future behaviour will be closely monitored. Contact will be made with parents if necessary.

Responses will vary depending on the nature of the incident, but may include:

- Counselling (Tutor, LSP, SLT, Mentor, counsellor or other)
- Use of report
- Involvement of external agencies
- Monitoring by Tutor/ALSP/LSP
- Peer support/peer mentoring
- Formal recording SIMS file (Equal opps register if applicable)
- Support programme for perpetrator in changing behaviour
- Use of Behaviour Contract.
- Liaison with parents/guardian/social worker
- Internal exclusion
- Fixed term exclusion
- Permanent exclusion

Sanctions/support will be used as necessary. The seriousness of the incident/whether bullying is persistent or an isolated occurrence will have impact on which stage of the Behaviour for Learning guidelines is applied to the perpetrator.

A central record of serious prejudice and non-prejudice incidents will be held.

Monitoring and Evaluation

The Year Team will be responsible for monitoring, reviewing and updating data via SIMS.

The Learning for Life Co-ordinator will be responsible for monitoring, reviewing and updating lessons and resources. A member of SLT will monitor the number, type and results of incidents, in liaison with LSPs of Year, and can be consulted for advice.

Bullying Outside of the School /Premises

Schools have a statutory power to discipline students for poor behaviour outside the school premises, and can choose to use this to deal with bullying incidents occurring anywhere off the school premises. Where such bullying is reported to staff, it will be investigated. Where necessary, the school may choose to notify the Police or anti-social behaviour team.

Cyberbullying

This differs in several significant ways from other kinds of bullying: the invasion of home and personal space; the difficulty in controlling electronically circulated messages; the size of the audience; perceived anonymity and the profile of the person doing the bullying. New technologies have meant that students are likely at some point to be a target of cyberbullying. This technology includes: mobile phone, instant messenger, chatrooms and message boards, email, webcams and social network sites and can result in:

- (a) Threats and intimidation.
- (b) Harassment or “cyber-stalking”.
- (c) Vilification / defamation.
- (d) Exclusion or peer rejection.
- (e) Unauthorised publication of private images or information.
- (f) Manipulation

It is important to recognise that cyber bullying can constitute a criminal offence in the UK, if it is considered to be a form of harassment.

As such, we have developed a broader range of sanctions that specifically deal with cyberbullying including an acceptable user policy for internet and mobile use within school.

Whilst bullying itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour or communications could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If a member of staff feels that an offence may have been committed we may choose to seek advice and assistance from the Police.

Sanctions for cyberbullying may include:

- (i) Confiscation of a mobile phone if it is used in such a way as to cause a disturbance in school or contravene the school Behaviour for Learning and Anti-Bullying Policy (Education and Inspections Act 2006).
- (ii) A disciplinary sanction will be applied if a student fails to respond to a request from a member of staff to reveal a message or show them the content of their phone (for the purpose of establishing if bullying has occurred).

- (iii) Withdrawal of the use of the school's email and ICT facilities for a specified period of time if they have been used inappropriately.
- (iv) Other sanctions such as detention, isolation and exclusion will also be applied when considered appropriate, in line with the school's Behaviour for Learning Policy.

Policy Development and Review

This policy document was produced in consultation with the school community, school staff, Governors, school community nurse and School Healthy School Standards representative.

This document is freely available to the entire school community. It has also been made available on the school web site.