



ANTI-BULLYING POLICY

POLICY STATEMENT

We aim to make our school a caring community and to ensure a safe and happy environment which enables effective learning and teaching to take place in accordance with the principles of the Children's Act 2004 and Keeping Children Safe in Education September 2018. Our policy applies to all staff, governors and support-agency workers working in the school.

DEFINITION OF BULLYING

Bullying is repeated behaviour which makes other people feel uncomfortable or threatened whether this is intended or not. There are different sorts of bullying, but the three main types are:

Physical	being aggressive towards someone by hitting, kicking, taking or hiding belongings including money.
Verbal	name calling, teasing, jeering, insulting, writing unkind notes.
Emotional	tormenting, looks, spreading rumours, deliberately excluding someone.
Homophobic	showing an irrational hatred, disapproval, or fear of homosexuality, gay and lesbian people or their culture.

Each of these causes distress and unhappiness. It is not always possible to tell if someone is hurt or upset. It is especially hurtful if the bullying is related to disability or special needs.

Cyber-bullying, by mobile phone or internet, is a relatively new phenomenon linked to modern communication technologies. Whilst students **are** allowed to use their mobile phones before school, at break-time, at lunch-time, if it is mis-used in this respect, sanctions up to banning a student from bringing a phone into school will be imposed.

Cyber-bullying may be combated in law by use of:

- The Protection from Harassment Act
- The Malicious Communications Act 1988
- The Telecommunications Act, section 43

RESPONSIBILITIES

- The governing body is responsible for ensuring that the school complies with all relevant legislation and that this policy and its related strategies are implemented.
- **All** school employees have a duty of care towards our students and must take action, including record keeping, when bullying is observed or reported.
- The Governing Body and Headteacher are responsible for promoting good behaviour and respect for others on the part of students and for securing an acceptable standard of behaviour.
- The Governing Body are required to establish procedures for dealing with complaints associated with bullying.

This policy is a working document which has been produced after consultation with all staff, governors, support-agency workers, students and parents and carers.

PROCEDURES

The school aims to prevent bullying by raising awareness amongst staff and students through curriculum work which:

- Deals with the topic of bullying in a way which explores why it happens and gives alternative ways of behaving and dealing with difficulties.
- Uses teaching methods which encourage cooperative work and a variety of groupings so that students extend their relationships beyond a small group of friends.
- Supports positive behaviour.

The School has regular assemblies on anti-bullying themes and by having bullying as a regular agenda item for pastoral and school council meetings.

In the first instance of bullying it is important to make it clear to the victim that revenge is not an appropriate response and to bullies that their behaviour is unacceptable and has caused distress. Every effort is made to resolve the problem through counselling of both parties.

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the incident with their Form Tutor, Behaviour Support Assistant or Pastoral Team Leader.
- Reassuring the student
- Offering continuous support
- Restoring self-esteem and confidence.
- Peer mentor support
- Restorative practice work

Students who have bullied will be supported by:

- Discussing the incident.
- Discovering why the student became involved
- Establishing the wrong-doing and the need to change.
- Encouraging parents/carers to help change the attitude of the student.
- Peer mentor support
- Restorative practice work

The following sanctions may be applied (if the bullying continues after intervention):

- Official warnings to stop bullying
- Exclusion from certain areas of the school site
- Detention
- Withdrawal from rewards activities
- Fixed term exclusion
- Permanent exclusion

Parents of both parties are informed as soon as possible of the incident and the response. Details of the victim, the bully and the type, time and location of the incident are recorded including the name of the person reporting the bullying behaviour. The outcome and a date for follow-up are also included.

If the bullying behaviour continues then further sanctions follow. It is important that counselling is maintained for both parties even when sanctions have been applied. Counselling may take the form of restorative practice if both parties agree to this.

The following advice will be given to all students, parents and staff:

STUDENTS

What to doif you see someone being bullied

- Do not smile or laugh – it will encourage the bullies to carry on.
- Tell the bully to STOP – if you do not you are encouraging bullying.
- Encourage the person being bullied to join you and your friends.
- Tell a member of staff what has happened – they need to know straight away.

Not telling protects the bully or bullies. The victim will continue to suffer and the bully will continue to bully, probably with others too.

What to do if you are being bullied.

DURING the bullying.

- Tell the bullies to STOP – say you do not like what they are doing.
- Get away as soon as possible – join another student or group if you can.
- Tell an adult as soon as possible.
- Establish who would have seen the bullying occurring.

AFTER the bullying.

- TELL someone what has happened – don't keep it a secret.
- TELL your family – they can help you.
- TELL your teacher – ask a friend to go with you for support.
- Keep on speaking up to make sure someone listens.
- Do not blame yourself – if you ask for help the bullying is more likely to stop.

WHAT TO DO if YOU experience cyber-bullying

- Always tell someone you trust what is happening
- You may need to tell the local police
- Never reply to the bully or send an even nastier message back
- Keep and save messages to show to your parents, teachers
- Contact your mobile or internet service provider.

PARENTS/ CARERS

WHAT TO DO if your child is being bullied.

- Talk calmly with your child about his/her experience
- Make a note of what he/she says.
- Reassure your child that he/she has done the right thing.
- Explain that further incidents should be reported to a teacher as soon as possible.
- Explain the problem to your child's Form Tutor or Pastoral Team Leader.

WHAT TO DO to protect your child from cyber-bullying.

- Do not wait for something to happen before you act. Make sure that your child understands how to use new technologies safely and knows about the risks and consequences of misusing them – misuse of Instagram, Snapchat etc is particularly relevant here, although there are plenty of other types of social media out there.
- Make sure they know what to do if they or someone they know are being cyber-bullied
- Encourage your child to talk to you if they have any problems with cyber-bullying. If they do have a problem contact the mobile network, the Internet Service Provider (ISP) or the school to do something about it.

- Parental control software can limit who your child sends emails to and who he/she receives them from. It can also block access to some chat rooms.
- Moderated chat rooms are supervised by trained adults. Your ISP will tell you whether they provide moderated chat services.

WHAT TO DO in a meeting with a teacher

- Stay calm.
- Be specific.
- Make a note of what action the school will take.
- Ask if you can help.
- Stay in touch with the school.

WHAT TO DO if your child is bullying others.

- Talk with your child and explain that his/her behaviour is unacceptable.
- Make an appointment with your child's Form Tutor or Pastoral Team Leader.
- Check progress regularly.
- Give your child lots of praise when he/she is cooperative or helpful

STAFF

If you think that bullying is happening talk to the students concerned and ask them what has been happening. Ask them to write down the details (or do so yourself) and pass this on to the Form Tutor, Behaviour Support Assistant or Pastoral Team Leader.

The best way to combat bullying is to encourage students to have respect for each other. Staff should act as role models for this in their interactions with each other and with students.

MONITORING, EVALUATION AND REVIEW

The school will review this policy annually and assess its implementation and effectiveness by:

- Analysing data gathered over the year.
- Seeking the views of students, staff, parents and carers.

THE ART OF BEING BRILLIANT

The Brilliant Club is an initiative launched at Friesland across the last two years. It is open to all students and held after school. The Brilliant Club promotes positivity, taking personal responsibility and building resilience.

The club helps students build their confidence and self-esteem by taking on responsibility and looking at their aspirations for the future.

The Club looks to promote these messages to other students in assemblies and other activities.

There is a Box in the SMT building where students can post any worries and the Brilliant Club will help the student bounceback. Any student experiencing bullying issues is encouraged to access this support.

Signed by the Headteacher _____ Dated _____

Signed by the Chair of Governors _____ Dated _____