

Bishop Hooper CE School



Anti-bullying policy

Taking into account:

- Preventing and Tackling Bullying Advice for Head Teachers, Staff and Governing Bodies July 2011
- Shropshire Children's Trust (SCT) and Shropshire Safeguarding Children Board (SSCB) Anti-Bullying Charter 2009
- SSCB Child Protection Procedures 2009 (Sec 6.2)

Context

Bullying takes place in schools as it does in other work places.

The aim of the anti-bullying policy is to ensure that pupils in this school learn in a supportive, caring and safe environment without fear of being bullied. 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 this school.

Bullying is defined as:

- behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Shropshire Children's Trust and Safeguarding Children Board Anti-Bullying Charter 2009

Bullying can be related to:

- race, religion or culture
- special educational needs or disabilities
- appearance or health conditions
- sexual orientation, sexist or sexual bullying
- young carers or looked-after children or otherwise related to home circumstances
- verbal (name calling, sexist, racist and homophobic remarks, and other discriminatory language)
- indirect (cyber bullying, spreading rumours, excluding someone from social groups)

Bullying includes:

- name-calling, taunting, mocking, making offensive comments, kicking, hitting, pushing or taking belongings
- inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet
- producing offensive graffiti

- gossiping, excluding people from groups, and spreading hurtful and untruthful rumours.

As a school pupils and staff have agreed on the following three definitions.

Bullying is:

- **Ongoing**
- **Involves an imbalance of power**
- **Intentional**

Although sometimes occurring between two individuals in isolation, bullying quite often takes place in the presence of others, for example, between pupils, between pupils and staff, or between staff; by individuals or groups; face to face, indirectly or using a range of methods.

Pupils being bullied may demonstrate emotional and/or behaviour problems including signs of depression, physical problems such as headaches and stomach pains, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Pupils are encouraged to report bullying in this school by posters developed by pupils, through discussions in the curriculum/through role play in Drama, working through scenarios with different outcomes/through Healthy Schools/Safer Schools work. There is an annual whole school focus during 'Anti-Bullying Week' each year. We also strive to maintain the profile by approaching the subject of anti-bullying in class assemblies and through our school ethos, where children are encouraged to talk to staff concerning any worries/issues they may have.

Parents are informed of the school's stance on anti-bullying, its definition of bullying and how parents and the school can work together through the prospectus, induction evenings, Healthy Schools/Safer Schools work, displaying the Anti-Bullying Charter and through our regular newsletters.

All school staff must be alert to the signs of bullying and act promptly, sensitively and effectively against it in accordance with school policy. There is no "hierarchy" of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately.

Legal framework:

The Education and Inspections Act 2006

There are a number of statutory obligations on schools with regard to behaviour which establish clear responsibilities to respond to bullying. In particular section 89 of the Education and Inspections Act 2006:

- provides that every school must have measures to encourage good behaviour and **prevent all forms of bullying** amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents;
- gives head teachers the ability to ensure that pupils behave when they are not

on school premises or under the lawful control of school staff.

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The Equality Act 2010

The new Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and also covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it. Schools are now required to comply with the new Equality Duty. The Act also makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment. In England and Wales the Act applies to all maintained and independent schools, including Academies and Free Schools, and maintained and non-maintained special schools.

Safeguarding Children and Young People

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child doing the bullying.

Criminal Law

Although bullying in 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 school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communication Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the "sender."

This policy is linked directly to the following policies:

- Behaviour Policy
- Child Protection Policy
- Confidentiality Policy/statement
- Equal Opportunities (Race Equality, Disability Equality, SEN policies)
- PSHE policy.

Roles and responsibilities

The role of the Governing body

Governors have the responsibility to ensure that the anti-bullying policy is in place, that it reflects school's values and practice, and is reviewed annually.

The governors have agreed the principles of Shropshire Children's Trust and Safeguarding Children Board Anti-Bullying Charter and ensure this is clearly displayed in the school

The governing body has made, and from time to time review, a written statement of general principles to guide the head teacher in determining measures to promote good behaviour. (See Behaviour Policy)

Governors are informed of, and monitor, the numbers of incidents and steps the headteacher and staff have taken to deal with these

The aims of the school's anti-bullying strategies and intervention systems are to:

- prevent, de-escalate and/or stop any continuation of harmful behaviour in line with the Behaviour Policy
- react to bullying incidents in a reasonable, proportionate and consistent way
- safeguard those pupils who have experienced bullying and those who have been involved in the act of bullying, and to trigger actions to support these pupils.

The role of the head teacher and staff:

1. Policy and procedures

- There is a senior member of staff who leads on anti-bullying:

Name: Mrs Kerri Phelps role: Headteacher

- All staff are made aware of this policy and its clear links to other key policies.
- The following steps will be taken by staff when dealing with incidents:
 - if bullying is suspected or reported, the incident will be taken seriously and appropriate first steps are taken promptly by the member of staff who has been approached
 - each incident will be investigated thoroughly, sensitively and effectively
 - a clear account of the incident, actions taken and review date will be recorded, given to the head teacher/senior manager and kept so incidents can be monitored

- relevant staff will be kept informed and if the bullying persists they will record this and inform the head teacher/senior manager, and appropriate further action is taken
- parents/carers will be kept informed appropriately
- appropriate rewards and sanctions in line with the school's Behaviour Policy will be used to support the improvement of pupils' behaviour
- the school will inform the Local Authority of any racist incident.

2. Pupil support

- Pupils who have been bullied will be supported as appropriate by:
 - having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
 - being reassured
 - being offered support
 - raising their self-esteem and confidence
 - being encouraged to report further issues
 - arranging a review date/time to discuss outcomes and appropriate follow-up
- Pupils who have bullied will be supported by:
 - having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
 - establishing what behaviour was inappropriate and why the pupil became involved
 - establishing clearly what behaviour needs to change, and how the school can support this change (linked to Behaviour Policy)
 - informing parents/carers of agreed actions, and establishing how they can support
 - arranging a review date/time to discuss outcomes and appropriate follow-up

3. Curriculum

- Pupils will have opportunities to develop their understanding of the nature of bullying, to explore their own and others attitudes to bullying and to develop the skills to deal with bullying through PSHE and other subject areas and through assemblies and other school activities
- The policy will be promoted and implemented throughout the school

Monitoring, evaluation and review

- The school will review this policy every two years and assess its implementation and effectiveness regularly

This policy was reviewed by:

- All pupils during National 'Anti-Bullying' Week 2015 and through using the 'Anti-Bullying materials in SEAL.

- All teaching staff during National 'Anti-Bullying' Week 2015
- parents/carers through information on a newsletter during the above week.
- Governors curriculum committee

Date of policy: November 2009

Date reviewed: November 2015

Date of next review: November 2017

Signed by:

Headteacher

Governor

Pupil(s)

Parent(s)