



# ANTI-BULLYING POLICY

## Marshfields School

November 2017

- We seek to be an inclusive school. We are committed to providing a caring, friendly and safe environment where students can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our School.
- Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who bully need to learn different (acceptable) ways of behaving.
- If bullying does occur, students should be able to tell and know that incidents will be dealt with promptly and effectively.
- This is a TELLING School. This means that anyone who knows that bullying is happening is expected to report it to staff.
- Bullying will not be tolerated.

### Aims: to

- Provide a safe environment for children and young people to learn
- Ensure that children are supported and empowered to report bullying
- Identify young people who are suffering

### Objectives

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the School policy is on bullying and follow it when bullying is reported (or suspected)
- All students and parents should know what the School policy is, and know what to do if bullying arises, (or is suspected)

### Relevant Links

This policy has links with:

- Children Act, 2004
- Preventing and tackling bullying, 2017
- Disability Discrimination Act 2005
- Internal Policies:
  - Child Protection
  - Equal Opportunities (including Racial Equality)
  - Behaviour Management

### Personnel

This policy applies to:

- Governors
- Teaching and non-teaching staff
- Parents
- Students

## What is Bullying?

**Bullying** is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying is the intention to hurt another person (physically, mentally, or emotionally) and results in pain and distress for the victim. In this School, you will be identified as a bully if you repeatedly engage in:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

## Signs and Symptoms

A young person may indicate by signs or behaviour that s/he is being bullied. Adults should be aware of these possible signs ... if a child:

- Is frightened of travelling to/from school
- Changes their usual routine
- Is unwilling to go to school
- Begins truanting

- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep, or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with personal items or clothing damaged
- Has possessions go missing
- Asks for, or starts to steal money
- Has dinner or other monies continually lost
- Has unexplained cuts or bruises
- Comes home hungry (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## Procedures

### Parents and Students

1. You can report bullying in confidence to any member of staff.
2. All tutors and Teaching Assistants should assist students in helping to support students who are being bullied.
3. **Your (child's) name will be not be disclosed unless you (the student) gives permission for us to do so**
4. Students who maliciously report innocent people will be treated as bullies themselves, and be punished accordingly.
5. Whilst we aim to manage all incidents of bullying within the School's behaviour management strategy, we acknowledge that parents of alleged victims have the right to inform the police. The School will co-operate fully with police investigations. We will also document/collate information about bullying outside of school which results in any student's education being affected – eg, a child who is threatened outside of school, is injured, is too frightened, or becomes medically unfit to attend school, as a result of such bullying. We reserve the right to pass this information on to other authorities, eg, to the Police
6. We would encourage all parents to monitor Social Media sights such as Facebook.
7. Students are made aware of the Voice box within the school that students can post their concerns or worries.

## Staff\*

If you witness bullying, or an incident is reported to you:

1. Make a time to speak with the victim and to write down what has happened.
2. The student may be able to do this for themselves, if they are able. Staff must make a professional judgement about this.
  - Is the child too distressed or confused?
  - Can the child communicate what happened effectively in writing for themselves?If not, the member of staff should discuss and complete the form with the student.
3. If appropriate you may need to write down other witness statements and/or to take a statement from the alleged bully.
4. You may be asked to assist in further supporting the student or dealing with the bully

\* See also diagram: "Procedures for Dealing with Bullying"

## Victims

We promise our students that if they report bullying to us we will not take any action without first having discussed and agreed this with the victim. This ensures that we become a TELLING school and that as many incidents of bullying are reported as possible, even where the victim decides that limited or no further action is to be instigated at that time. The victim should know that the incident will be recorded and the evidence may be used at a later date if more evidence of incidents involving the same bully or bullies comes to light.

## Bullies

1. Once we have agreed our action/s with the victim, the bully will be spoken to.
2. Students will be dealt with under the normal behaviour management procedures.
3. Bullying will be reported in a way that ensures that effectively results in a bullying log being available.
4. Parents will always be informed when their child has been found guilty of bullying.

## Students

Under the School's Behaviour Management policy all students have a responsibility to ensure the safety and welfare of self and others. Therefore, it is implicit within the Behaviour Management policy that students should take personal responsibility for ensuring that they do not engage in activities which might be perceived as bullying others. We also encourage students to be responsible for reporting bullying of other students who

## Bullying which occurs outside of school premises

School staff members have the power to discipline students for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address students' conduct when they are not on school premises and are not under the lawful control or charge of member of school staff, but only if it would be reasonable for the school to regulate students' behaviour in those circumstances. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops or in a town or village centre.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The Headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

## Prevention

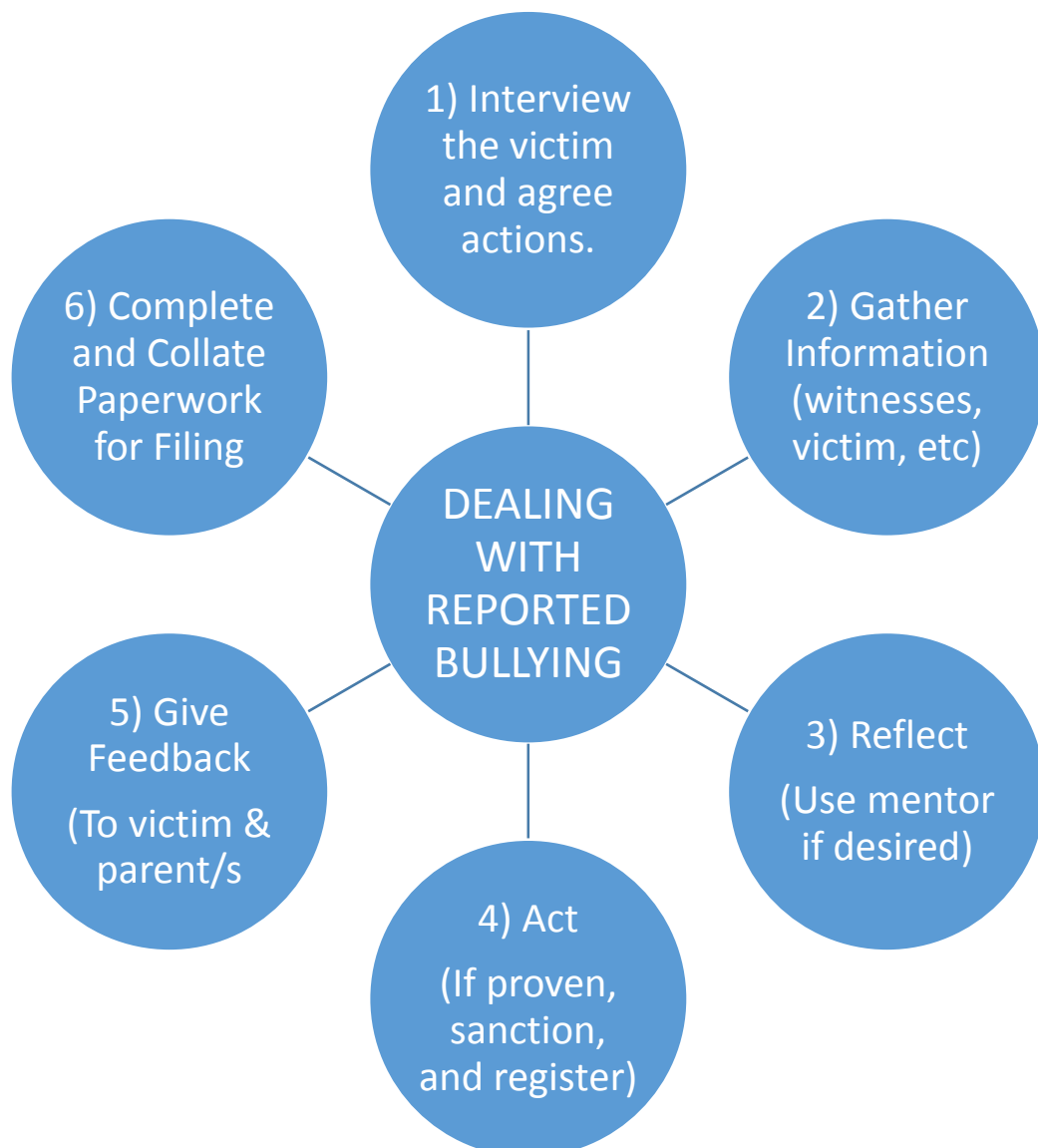
The school will proactively teach students through lessons, assemblies and House Days the impact of bullying and what bullying is. Students will discuss difference and will create an ethos of good behaviours where students treat one another and the school staff with respect because they know that this is the right way to behave. This culture extends beyond the classroom to corridors the dining hall, the playground, and beyond the school gates including travel to and from school.

We will:

- Implement disciplinary sanctions. The consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable
- Openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender, sexuality or appearance related difference.

- Use specific organisations or resources to support the delivery of assemblies and lessons
- Provide effective staff-training. All staff understand the principles and purpose of the school's policy, its legal responsibilities regarding bullying, how to resolve problems and where to seek support.
- Make it easy for students to report bullying so that they are assured that they will be listened to and incidents acted on. Students should be feel that they can report bullying which may have occurred outside of school including cyber-bullying.
- Create an inclusive environment. Schools should create a safe environment where students can openly discuss the cause of their bullying, without fear of further bullying or discrimination
- The school will celebrate success as it is an important way of creating a positive school ethos around the issue.

### **SUGGESTED PROCEDURES FOR STAFF DEALING WITH BULLYING**



## **OUTCOMES**

Wherever possible, both victims and bullies will be dealt with using a range of supportive strategies. The School may also, or alternatively, decide to use punitive measures in the case of bullies or deliberate mis-reporting of bullying.

In all cases, the School reserves the right to exclude a pupil for bullying (including harassment), verbal, or non-verbal threats, violence, sexual or any action likely to harm others.

The nature and level of support will depend on the individual circumstances and the level of need. These can include a quiet word from a teacher or SLT member that knows the student well, asking the Inclusion Team to provide support, providing formal counselling, engaging with parents, completing an Early Help Assessment or making a referral to CAMHS (Child and Adolescent Mental Health Services).

Originator: Shelley Taylor

Presented to HR Governors Committee

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