



## Anti-Bullying Policy

Persons Covered by this policy	All Pupils
Approved by and date	17.11.20
Date of adoption	17.11.20
Review date	Oct 2022

Signed	
Date	

**An Interim Executive Board is fulfilling the role of the Governing Body of the school. Any committee that is required is drawn from the IEB Members or others seconded to it by the Local Authority**

## **“WE ARE A TELLING SCHOOL”**

In order to effectively Safeguard the welfare of all our pupils, all members of the Skilts School Community are committed to **CHALLENGING, REPORTING, MANAGING, and RESOLVING** all forms of bullying affecting pupils both inside and outside school. It is the right of everyone to work, study and play without fear of bullying. These types of behaviour prevent pupils from progressing and achieving in school and from fulfilling their true potential in the wider community. They must not be tolerated.

As a **TELLING SCHOOL**, we are all responsible as individuals, both pupils and staff for reporting any bullying we know about or see to ensure that everyone is safe within our school community and outside. All pupils are encouraged to report incidents so that even if the victim is too frightened to say anything the bully will know they cannot get away with bullying behaviour because someone will tell.

In order to minimise the occurrence of bullying issues it is essential that all staff, pupils, parents/Carers and Governors are aware of this policy, and that it is followed in school making effective use of school systems as described.

As a proactive measure to counter bullying, a suitable Personal, Social and Health Education (PSHE) curriculum will be delivered to pupils, and in each year, issues connected to self-esteem, empowerment and bullying will be addressed alongside British Values. In addition the school has adopted the Protective Behaviours scheme to ensure that issues around keeping safe and knowing where to find help and support when needed are taught to pupils both within the curriculum and during social times.

### **What Is Bullying – Our definition**

Bullying is a repeated, deliberately hurtful behaviour by an individual or group that is intended to cause unhappiness or harm in a physical or emotional way to another individual or group.

Bullying is not the same as a one off argument, fight or disagreement. Usually repeated over time or even towards a number of individuals, Bullying is carried out by the more powerful on the less powerful.

It should be remembered that Bullying is a one-way, distressing and hurtful act towards a victim/s, not an equal exchange or a disagreement.

Bullying is in all cases hurtful, disruptive and damaging to the victim and school community as a whole.

Bullying can happen in school and at home. It is important children are made aware of this.

**We recognise that Bullying may take different forms such as:**

- **VERBAL** - name-calling, insults, jokes, taunts, teasing, offensive language, threatening or abusive telephone calls
- **WRITTEN** - jokes, taunts, letters, writing notes, Graffiti on walls, books, desks, school bags, offensive materials
- **ONLINE/CYBER BULLYING** – (Virtual Bullying) which may include offensive e-mails, offensive Social network site use (e.g. Facebook) or text messages and media abuse on mobile phones and other devices
- **PHYSICAL** – Actual unprovoked physical assault or the threat of it
- Targeted vandalism of personal property
- Spreading rumours or making repeated unfounded trivial complaints
- The wearing and displaying of offensive badges and insignia or use of obscene gestures
- Making comments which are deliberately intended to offend
- Refusal to co-operate or work with other pupils or deliberately leaving pupils out of social activities
- Stealing or obtaining by extortion, another persons possessions

This list is not exhaustive therefore staff must always be aware of all possible forms of bullying.

Many bullying incidents have particular issues at their core, these may include amongst many others:

- physical appearance,
- colour,
- race,
- nationality,
- faith,
- culture,
- beliefs,
- ethnic origins,
- gender,
- sexuality (including Homophobic and transphobic bullying),
- disability/SEND (Special Educational Needs or Disabilities).

**School staff will not only need to deal with the outward behaviour in such incidents, but also understand and challenge the underlying values/beliefs of the offender(s).**

### **Why Bullying May Occur**

- Children are not always aware that it is wrong.
- They may be copying others or being encouraged by them.
- They may not have learned appropriate ways of interacting with others.
- They may be having a difficult time of their own, bullying can be a power trip.
- They may enjoy the feeling of power over others, feeling dominant.
- They have previously been/are being bullied themselves.
- They have no sense of achievement in other areas.
- They may have low self-esteem/poor self-image.
- Some need recognition from others and so they follow the bullies to be "friends".

### **The Potential Emotional Effects Of Bullying On The Victim**

- A feeling of not being liked.
- Believing they deserve it.
- Feelings of a loss of identity.
- A lack of confidence.
- Feelings of depression and helplessness.
- Anger and frustration.
- Irritability.
- Being frightened to play outside.
- Feeling useless.
- Reluctance or refusal to attend school.
- Feeling there is nothing they can do to prevent bullying happening.
- In extreme cases, self-harming or even suicidal tendencies or actions may be present

### **The Responsibilities Of Skilts School And Its Staff Are:**

- To ensure that the school complies with its statutory duty to have an active Anti-Bullying policy in place which is reviewed annually and authorised by the Governing Body to ensure the safeguarding of all our pupils welfare
- To take opportunities to raise awareness of the issue of bullying in the school and ensure that the school policy on bullying is known to all school staff, pupils, parents and governors
- To ensure that the intentions laid out in this policy are known and consistently modelled & implemented by adults working in the school

- To ensure that all incidents of bullying are dealt with fairly and consistently by all staff, ensuring that all school staff have the opportunity to receive training, guidance and advice on appropriate methods for dealing with incidents of bullying.
- To ensure that there is sufficient and suitable curriculum coverage of the issues around bullying, through PSHE and the use of the Protective Behaviours strategy e.g. helping pupils to have identified a network of support to help themselves keep safe when they need it
- To ensure support for all pupils who are involved in serious incidents and their families, keeping parents or carers informed of the schools response. Such support can involve staff visiting parents/carers at home, or bringing concerned adults into school to share and talk about fears and worries as necessary
- To monitor incidents and be fully informed about the incidence of bullying in school, especially in the case of patterns of bullying or where parents or pupils have shared concerns with school;
- To inform governors on the general situation with regard to bullying and to inform them of serious incidents or the effectiveness of any measures being taken to combat them;
- To ensure an ethos in school where pupils feel safe and confident that if they tell an adult about an incident, it will be dealt with and not ignored or thought of as telling tales;
- To keep parents/carers informed of incidents of bullying and how they have been dealt with;
- To consult with parents, governors, staff and pupils on the school policy, procedures and their effectiveness;
- To use display materials in class, houses and around the school to create an environment that reinforces an anti-bullying atmosphere. It is good for the children to know that worries can be investigated and that the bullies know that there are consequences for their behaviour.
- To plan whole school events (assemblies, performances, school visits) to regularly revisit the themes of celebrating diversity and respect for each other to support the intentions of the anti-bullying policy;
- Make clear the systems for playtime and other higher risk areas, which reduce the likelihood of issues between pupils and ensure proactive staff supervision. This will also include the use of individual risk assessments for pupils, which will identify those who are known to show bullying behaviours

- To use children's meetings and PSHE lessons as forums where pupils can discuss problems that they feel affect them, allowing them to share in discussion and decision-making about appropriate responses to bullying.
- Display school expectations of behaviour prominently around the school and refer to them in daily practice.
- Staff to ensure that they complete incident records on SLEUTH, in order to monitor, inform others and record issues of bullying. This is particularly important in respect of SLEUTH in order that issues and patterns can be closely monitored.
- Specific safeguarding concerns regarding bullying incidents in or out of school need to be reported to the DSL (Designated Safeguarding Lead) and recorded on CPOMS immediately.

### **When It Is Reported Or Observed That Bullying Has Taken Place:**

**The following procedures will be followed by staff when they become aware of bullying issues:-**

- All pupils and adults involved will be given the opportunity to give their version of events before judgements are made;
- Staff should quickly establish if the incident is part of a pattern, it may be helpful to consult SLEUTH recordings or other staff to establish this;
- Staff will initially encourage the bully to see the victims' point of view and make clear to the bully that the behaviour is not acceptable and is against school policy;
- Staff will record all events of bullying on SLEUTH, serious bullying issues will also be reported to the DSL especially if they require higher level intervention.

In addition to immediate actions where staff become aware of a consistent/ongoing pattern of bullying behaviour for either a perpetrator or a victim, this information must be reported to the DSL and recorded on CPOMS

- Staff should share information with other staff to make them aware of the issue;
- As appropriate, sanctions\* for the bullies behaviour will be put in place and the reasons for any sanctions explained clearly;
- Staff should ensure that the victim and as appropriate their parents/carers are supported and kept informed of any actions taken.

**(\*) Where sanctions are applied, they may be any of the following, according to the individual circumstances and severity of the issue:**

- Verbal warning
- Withdrawal from playground or other activity for a period of time
- Discussion with Pastoral Manager, Deputy Head, or Head teacher
- A verbal or written apology to the victim of bullying can be considered
- Loss of privileges
- Internal exclusion within school
- Contacting/meeting with parents/carers.
- Fixed term exclusion (for repeated offences, only by Head Teacher)
- Permanent exclusion (only in very extreme cases and only by Head)

### **Responsibilities of Parents/Carers:**

**In addition to the responsibilities which school staff have, parents and carers are expected**

- To be aware of the school's anti-bullying and behaviour policy and the approach used to respond to bullying issues;
- To sign any appropriate home/school contract, abide by that agreement and ensure that their child also follows the agreement;
- To work in partnership with the school on encouraging positive behaviour, valuing differences and promoting equality and sensitivity to others;
- To be alert to and inform the school about significant behaviour changes and any signs of distress in their children;
- To discuss regularly with their children any feelings and anxieties about school work, friendships and relationships;
- To inform staff of changes in individual pupil circumstances which may affect the ways in which pupils respond to school life;
- To alert staff to information reported by pupils on incidents or any concerns arising about other pupil's behaviour and attitudes.

Parents/carers must not challenge perpetrators over any incidents of bullying themselves, they should always contact the Pastoral Manager or other appropriate staff as soon as possible to discuss their concerns and possibly write a risk reduction plan.

### **Responsibilities Of Pupils:**

**To ensure that our Anti-bullying strategies succeed, we need the help of all of our pupils. Through talking regularly about pupils responsibilities, staff need to ensure that our pupils are aware of the following expectations of them:-**

- To always tell a member of staff in person if they think bullying is taking place in school to report bullying to someone at home if they feel unable to do it face to face with a member of staff.
- To be aware of the school's ways of dealing with incidents of bullying and the kinds of support available;
- To not become involved in bullying incidents or be a bully.
- To talk with their parents, carers or other trusted adult about any worries they may have;
- To support other pupils who may be being bullied appropriately, such as being a good friend to them;
- To value pupils differences and treat everyone with respect;
- To be particularly aware in places around the school where there is more opportunity or possibly less adult supervision such as in the playground, toilets, corridors and on the stairs;
- To work with other pupils in helping the school to deal with bullying effectively such as through a pupil forum, participation in Protective Behaviours work or during other PSHE work in school.
- To contribute to class discussions, Protective Behaviours work, Assemblies and house group meetings, which may tackle bullying issues;
- To provide good role models to younger/less able pupils and to support them, if bullying occurs by telling an adult;
- To respond honestly to any pupil questionnaire about the way in which they feel bullying is dealt with in the school;

- To tell staff about any incidents of bullying they have seen or are aware of.

**Remember Bullying is a whole school issue and affects us all.**

SKILTS SCHOOL

## Anti-Bullying Process - Staff Guidance

