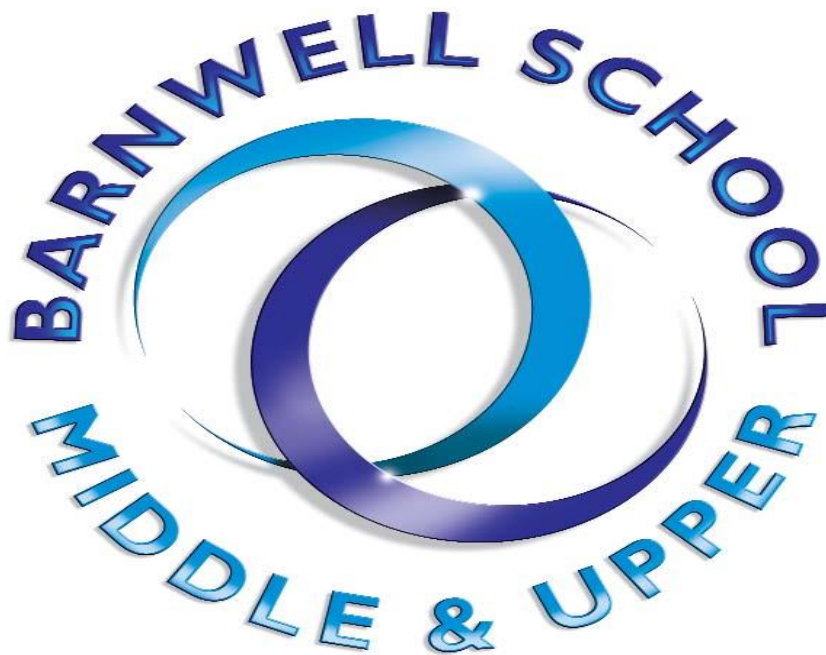


Barnwell School

Anti Bullying Policy



Achieving Excellence Together

Adopted by the Governing Body – October 2013

Reviewed – Reviewed January 2018

To be reviewed – January 2020

Barnwell School

ANTI-BULLYING POLICY **“Bullying: don’t suffer in silence”**

Statement of Intent

Barnwell School is committed to providing a caring, friendly and safe and secure environment for all of our children so they can learn in a relaxed and secure atmosphere, without anxiety.

Bullying of any kind is unacceptable at our school. Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person’s responsibilities with regard to the eradication of bullying in our school.

If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

It is VITAL that all adult members of our school community should be constantly vigilant to ensure that any situations where bullying is taking place are quickly perceived, and then dealt with, with thoroughness and with sensitivity.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

The School’s aims with regard to bullying

- To make clear to children, staff, parents and guardians that bullying is not acceptable.
- To encourage a climate of openness in which children, staff and parents act immediately if there is any suspicion of bullying.
- To provide a clear framework for dealing with incidents of bullying
- To educate children in resisting bullying.
- To provide support for those being bullied and a framework within which those bullying others may recognise and reform their behaviour.

In accordance with the schools' ethos to instil in all members of the school community a sense of caring and kindness for one another.

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

What Is Bullying?

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- Repeated
- Sustained over time
- Intended to hurt someone either physically or emotionally

Bullying can be:

- Emotional, (indirect bullying) - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures) about someone, deliberately excluding someone from social groups or an activity, being made the subject of malicious rumours, sending malicious e-mails or text messages.
- Physical harm or the threat of physical harm - pushing, kicking, hitting, taking or hiding belongings, punching or any use of violence; deliberately destroying or damaging work or possessions or removing property.
- Racist - racial taunts, graffiti, gestures.
- Sexual - unwanted physical contact or sexually abusive comments.
- Homophobic - because of, or focusing on the issue of sexuality.
- Verbal - name-calling, sarcasm, spreading rumours, teasing.
- Religious or cultural
- Directed at those with special educational needs or disability

- Cyber bullying (including bullying using social websites. Mobile phones, text messaging, photographs and e mails)

The Seriousness of Bullying

Bullying hurts and can cause psychological damage. Although bullying is not specifically a criminal offence, there are criminal laws that apply to harassment and threatening behaviour.

Why it is important to respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Barnwell School has a responsibility to respond promptly and effectively to issues of bullying.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to go on the school bus
- Begs to be driven to school instead of using the school bus
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins truanting
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged

- Has possessions go "missing"
- Asks for money or starts stealing money (to pay bully)
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's 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.

Anti-Bullying Strategies adopted Barnwell School

Acknowledge the problem. Bullying may happen anywhere in our society, including the staff-room.

The strategies that the School employs are varied and this policy details the various ways we tackle bullying. They are not sequential neither are the exhaustive. The most appropriate action will be used when required

- **On going messages** to ensure understanding, recognition and acknowledgement that bullying may happen anywhere and to anyone. This communication takes place through assemblies, presentations and day to day conversations with members of the whole community including outside stakeholders.
- **Teachers establish a climate of good discipline and structure in lessons** so all student feel safe to learn and express their ideas. We aim to ensure the students have the confidence to report bullying issues that may occur. By developing a culture of praise, celebrating and rewarding the success of all students then we aim to prevent incidence of bullying.
- **Establish support mechanisms to help children who are being bullied.** This could be an assigned group of staff or a group of pupils formed through a peer support scheme. Peer support schemes such as buddying, peer listening or peer mediation can create a happier, friendlier environment and offer much needed support to children who have problems. Bullying often takes place in groups. Children have a choice of watching from the margins, joining in, trying to remain

uninvolved or trying to help those being bullied. Acknowledge and reward children who help prevent bullying.

- **Comprehensive Citizenship Curriculum which includes SOL** targeted on the issues and solutions to bullying. Link the Citizenship SOL to assemblies and other lessons where appropriate to talk about bullying/intimidation in general.
- **Induction of new student in year 7.** The work with the New Year 7 students begins in year 6 with the transition programme. All year 6 students are introduced to School Ambassadors who are available to help year 6 students make a smooth transition to year 7. The most vulnerable year 6 pupils attend after school induction sessions to smooth their transition.
- **Using additional support** to help those students that find making and keeping friends difficult. Having friends is one of the best defences against bullying, but not everyone has the right social skills to make friends easily. Teaching assertiveness skills and confidence-building to individuals, small groups and classes may be a way to make more children make friends.

Procedure for dealing with incidents involving bullying

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. The informal, discreet and sensitive approach has proved very successful in the genuine cases dealt with to date.

Once an incident of bullying has been identified or reported the subsequent procedures will be followed.

- Statements will be taken from all relevant participants and witnesses by the students support staff
- All incidents will then be recorded in the bullying log. The statements will be reviewed and depending on the individual circumstances of the bullying incident may be dealt with by:
 - Form Tutor
 - Deputy Head of College
 - Head of College
 - SLT – responsible for Behaviour for learning
 - Deputy Headteacher
 - Head teacher

Once the incident is resolved then the School's Sanction Policy will be employed and the bully will receive the appropriate sanction. This may include

- Detention

- ISLA – Internal exclusion
- Exclusion – external

Once the appropriate sanction has been served then Deputy Head of College/SLT will employ aspects of restorative justice to help all parties to develop the skill to improve emotional intelligence.

The role of the Governors

The Governors support the Headteacher and school in implementing a zero tolerance towards bullying.

The Governors monitor the incidents of bullying that occur, and review the effectiveness of the school policy regularly.

The Governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's form tutor immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Sources of Information

This policy takes into consideration the detailed information and strategies to reduce incidents of school bullying, to support victims and to deal with children who bully as follows:

Kid Power: www.kidpower.org/library/article/preventbullying

Turn to me: On line support for parents. www.turn2me.org

Anti-bullying alliance: www.anti-bullyingalliance.org.uk/1050

Kidscape: www.kidscape.org.uk/resources/anti-bullying-week-2013/

Childnet: www.childnet.com/teachers-and-professionals/for-working-with-young-people/hot-topics/cyberbullying

Government support about bullying: www.gov.uk/.../the-use-and-effectiveness-of-anti-bullying

Department of Education:

www.education.gov.uk/aboutdfe/advice/f0076899/preventing-and-tackling-bullying/what-is-bullying

Review Date: January 2018