



# **Anti - Bullying Policy**

## **Anti-Bullying and the Prevention of Bullying Policy**

### **Objectives of this Policy**

The Davenry Hill School Anti-bullying and Prevention of Bullying Policy outlines what our school will do to prevent and tackle bullying. We take any incident of bullying very seriously and record all incidents. This policy will be disseminated to the whole school community and reviewed regularly as the school grows.

### **Our school community:**

Discusses, monitors, and evaluates the effectiveness of our anti-bullying policy on a regular basis. We will do this by:

- Carrying out a review of the effectiveness of the implementation of the policy; this review will be carried out by the Education and School Performance Committee reporting to the Governing Body. This committee will review the policy every two years or as and when an issue arises which calls for an immediate review. After these reviews, this committee will recommend to the Governing Body the ratification of the policy including any changes together with a rationale for those changes.
- Making use of a range of data and evidence to evaluate the effectiveness of the policy. This data and evidence will include: that derived from our annual survey of parents/carers; reported incidents of bullying and how these have been dealt with in relation to the stated procedures in the policy; reports from the governor with responsibility for overseeing the policy; and any concerns raised by staff, parents/carers, pupils, or stakeholders as to any particular incident (reported or unreported) in the school or the behaviour of any pupils generally.
- Is aware of the potentially serious actions that can follow bullying. These include psychological damage as well, in extreme cases leading to suicide
- Supports staff to promote positive relationships and identify and tackle bullying appropriately
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy
- Reports back to parents/guardians regarding their concerns on bullying and deals promptly with complaints. Parents/ guardians/carers in turn work with the school to uphold the anti-bullying policy
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from other relevant organisations when appropriate; for example, we will:
  - learn from our colleagues in other schools through the network of relationships we have developed and will continue to develop
  - access, as and when needed, professional development and support from those organisations who have particular expertise in the area
  - take full account of examples of best practice which could be made available in various ways and from various sources such as the Anti-Bullying Alliance and online through the DfE's publications especially with regard to statutory requirements and guidance.

### **Aims**

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a positive and secure atmosphere. Bullying of any kind is unacceptable at our school. We recognise that bullying could lead to suicide and all incidents are treated very seriously. If bullying does occur, all pupils should be able to report it and know that incidents will be dealt with promptly and effectively. All members of the school community should understand:

- the definition of bullying and that it will not be tolerated in our school;
- the school policy on bullying and know how to follow it when bullying is reported;
- that support will be given when bullying is reported;
- that through monitoring, reviewing and training, the school aims to develop a positive atmosphere where pupils feel confident to tell if they are being bullied and that bullies can change.

### **Definition of bullying**

Bullying is: *Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally.*

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through websites, Social Networking sites and Instant Messenger); 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.

We acknowledge that bullying can be carried out by a range of Individuals and groups, including staff. If and when this happens, there will be action taken based on the principles, processes, and procedures as set out in various policies which relate to staff performance and behaviour.

### **Forms of Bullying and harassment covered by this Policy:**

Bullying can happen to anyone. This policy covers all types of bullying including:

- ~ Bullying related to race, religion or culture
- ~ Bullying related to special educational needs
- ~ Bullying related to appearance or health conditions
- ~ Bullying related to sexual orientation and gender/transgender concepts
- ~ Bullying related to family type
- ~ Bullying of young carers or looked after children or otherwise related to home circumstances
- ~ Sexist or sexual bullying
- ~ Cyber bullying

### **Definition of Cyber Bullying**

Cyber Bullying is an aggressive, intentional act carried out by a group or individual, using electronic forms of contact, repeatedly over time against a victim who cannot easily defend him or herself. *(Report to the ABA by Goldsmiths College)*

- Bullying via social media websites
- Text message bullying
- Picture/video-clip bullying via mobile phone cameras
- Phone call bullying via mobile phone
- Email bullying
- Chat room bullying through instant messaging (IM)

### **Setting & Promoting E-Safety**

Bullying can occur in and out of school and therefore parents and the school need to work together. A contract is to be completed by each student in Key Stage Two and every parent agreeing to safe and responsible internet use at school to highlight the responsible use of the internet and promote the school's anti cyber bullying message (see E-Safety Policy).

### **Preventing, identifying and responding to bullying**

We will:

- ~ Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- ~ Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- ~ Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through whole school activities.
- ~ Train all staff including lunchtime staff, teaching assistants and non-teaching staff to identify bullying and follow school policy and procedures on bullying.
- ~ Actively create safe spaces for vulnerable children and young people.
- ~ Regularly canvas children and young people's views on the extent and nature of bullying
- ~ Ensure students know how to express worries and anxieties about bullying
- ~ Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying
- ~ Involve students in anti-bullying campaigns in school
- ~ Publicise the details of helplines and websites.
- ~ Offer support to students who have been bullied.

“ Work with students who have been bullying in order to address the problems they have.

### **Links with other school policies and practices**

This Policy links with a number of other school policies, practices and action plans including:

- Complaints Policy
- Behaviour Policy
- E-safety Policy
- The teaching of Citizenship and PSHE Education and Social and Emotional Learning
- The recording of racially motivated incidents

### **Responsibilities**

All staff have a responsibility for:

- Monitoring pupils in their care by being observant and asking pupils what is happening to them
- Liaising with staff, especially Headmistress and the Designated Child Protection Officer
- Knowing the school policy and dealing with incidents in accordance with school procedure
- Taking part in anti-bullying measures and contributing to strategy and solutions
- Reporting all incidents
- Involving pupils in creating positive strategies through PHSE, the school council and class routines

Further Responsibilities:

- The Headmistress, Senior staff and the Bursar to take a lead role in monitoring and reviewing this policy reporting to the Education and School Performance Committee who will then report to the Governing Body
- The Headmistress, Senior Leaders, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly
- The Headmistress to communicate the policy to the School community
- Pupils should abide by the policy

### **Procedures**

We have a clear procedure so pupils know who to tell and teachers know how to record incidents including so that patterns can be observed.

- Report bullying incidents to staff
- In cases of serious bullying staff will record the incident
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- In serious cases parents will be informed and will be asked to come to a meeting to discuss the problem
- An attempt will be made to help the bully (bullies) change their behaviour
- Staff who deal with pupils who have been bullied must always offer reassurance
- Pupils who have been bullied will be given support determined by the Headmistress in consultation with the pupil
- Parents of pupils who are being bullied and parents of the bully may be involved in designing and providing the solution
- Support will be offered to the pupil being bullied
- We will endeavour to change the attitude and behaviour of the bully (bullies) in line with the positive procedures identified with the strategies
- Any of the school's formal sanctions/punishments can be used as appropriate.
- If necessary and appropriate, police will be consulted

### **Outcomes**

- The bully (bullies) may be asked to genuinely apologise. Other consequences may also take place.
- In serious cases, suspension or even exclusion will be considered.
- If possible, the pupils will be reconciled.
- After the incident /incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

### **Review**

As noted above, we will review this policy at least once every two years as well as if incidents occur that suggest the need for review. The school will continue to use guidance from DfE and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

<b>Policy Reviews</b>	
Discussed with Staff:.....	
(Date)	
Approved by Governors:.....	
(Date)	
Signed: .....	.....
(Head Teacher)	(Chair of Governors)

<b>Policy Reviews</b>	
Discussed with Staff:.....	
(Date)	
Approved by Governors: .....	
(Date)	
Signed: .....	.....
(Head Teacher)	(Chair of Governors)

<b>Policy Reviews</b>	
-----------------------	--

