



Anti-Bullying Policy

Name and Title of author	Mr R Wilson
Name of Responsible Committee/Individual	The Snaith School Governing Body
Implementation Date	September 2022
Target Audience	Students, Staff, Parents and Carers
Version	1.6
Next review	September 2023

ANTI-BULLYING POLICY

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students 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 school, either by telling a member of staff, parent, friend or peer. As a school we take bullying seriously. Students and parents will be supported when bullying is reported. Bullying will not be tolerated.

This policy refers to bullying of all members of the school community, students and staff.

WHAT IS BULLYING?

Bullying is any behaviour by an individual or group that (it does not necessarily have to be all 3 to be bullying):

- Is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it.
- Usually happens more than once – there will be a pattern of behaviour, not just a ‘one-off’ incident.
- The person being bullied will usually find it very hard to defend themselves – it involves an imbalance of power.

Bullying can be:

- Emotional: being unfriendly, excluding, and tormenting e.g. hiding books, threatening gestures.
- Physical: pushing, kicking, hitting, punching or any use of violence.
- Verbal: name-calling, sarcasm, spreading rumours, teasing, making personal remarks.
Discriminatory language is not acceptable and will be challenged.
- Written: notes, offensive graffiti.
- Cyber: misuse of all areas of internet, such as email, internet chat room, social networking sites, mobile
threats by text messaging & calls, misuse of associated technology

Types of bullying can include:

- Sexual – unwanted physical contact or sexually abusive comments.
- Racist – including taunts, jokes and gestures.
- Focused on religion or belief.
- Homophobic and transphobic – because of, or focussing on the issue of sexuality including taunts,
jokes, gestures e.g. using ‘gay’ as a word of abuse.
- Disablist bullying – including taunts, jokes, gesture.
- Sexist (including discrimination against transgender) – including taunts, jokes, gestures.

A bullying incident is “any incident which is perceived to be bullying by the victim or any other person”.

WHY IS IT 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.

Schools have a responsibility to respond promptly and effectively to issues of bullying. Everyone has a right to feel safe in school.

Bullying can have detrimental long-term effects on the victim.

Bullying can have a significant impact on the victim's family.

If the victim does not report the incident or does not feel supported, they might take action themselves and this may not be appropriate.

The bully may need support. Students who are bullying need to learn different ways of behaving.

EXPECTATIONS AND GUIDANCE

The following expectations apply to all our students:

- Come to lessons ready to learn, stay focused and work to the best of your ability.
- Follow instructions the first time of asking.
- Take full responsibility for your actions.
- Show respect for students, staff and other members of the community.
- Arrive on time, in correct uniform and with the right equipment.
- Treat resources and the school environment with care and respect.

These standards and expectations are the backbone of our Behaviour for Learning Policy. Students participate in activities which discourage bullying behaviour and are encouraged to speak up when they see or hear bullying behaviour.

- Students make an annual pledge to stand up to bullying behaviour with their tutor group.
- Students can report bullying to any member of staff, or via specific bullying email

The following expectations apply to all students at The Snaith School

We expect our students to:

- Not bully others, or become involved in bullying by, for example, encouraging others to bully.
- Report to an adult if they are being bullied or are a witness to bullying.
- Understand that they have a responsibility to report incidents. Being a silent 'bystander' supports the actions of the bully.

The following expectations apply to all our staff:

- Expectation to enforce the standards and expectations of the school.
- Provide students with a framework of behaviour which supports the Whole School Behaviour Policy.
- Provide a safe learning environment.
- Watch for early stages of distress in students; for example, deterioration in work, spurious illness, isolation, and desire to remain with adults, erratic attendance, and internal truancy. Whilst this behaviour may be symptomatic of other problems, it may also be the early stages of bullying.
- Listen carefully to students' concerns and record all incidents as per the agreed policy (see below).
- Pastoral staff offer the victim and bully behaviour support and help by putting our school
- Be positive role models for students. They should model a calm and polite manner with each other and towards students.

The following expectations apply to parents and carers

- We expect that parents and carers will understand, and be engaged, in everything that is being done to make sure their child enjoys, and is safe, at school.
- Wherever possible the school offers advice to parents in order to help ensure their child is safe online, including advice regarding sexual exploitation and radicalisation.

Governors

Our governors will:

- Ensure that the school has an anti-bullying policy which is subject to regular review, once every 2 years
- Must make sure there is an SLT member who has direct responsibility for anti-bullying.
- Monitor the effectiveness of the anti-bullying policy and reported to governors
- Support the school staff in the implementation of this policy.

PROCEDURES

The bullied student should record the events in writing on the Bullying Incident Record Sheet, preferably with their Year Leader.

The member of staff should assess the nature of the problem and take appropriate action.

Available actions and strategies are:

- Contacting parents.
- Information gathered from staff to identify any patterns.
- Applying appropriate sanctions.
- Constructing arrangements to discourage future incidents of bullying behaviour.
- Arranging further support for either the bullied student or the bully as appropriate. It may be at this stage that a formal referral is made to the Anti Bullying Co-ordinator for further intervention and support. In practice, pastoral staff should be considering a referral if there is a second occasion of bullying.
- Sharing a support plan with pastoral staff.

In all cases:

Submit the Bullying Incident Sheet to the Anti-Bullying Co-ordinator who will send copies to Year Leader. Recorded all incidents on a database.

Action to prevent, discourage or alleviate bullying behaviour

- We provide restorative practice.
- We provide victim support and education.
- We provide support plans.
- We provide perpetrator education.
- We include discussion of bullying behaviour in our PSHCE programme – as part of the teaching programme and in assemblies.
- We actively engage with students through Student Voice to gather their views and feeling about bullying patterns and support.
- We use anti-bullying questionnaires to assess patterns of bullying.
- We create safe spaces so that vulnerable children can have a haven during lunchtime and breaks e.g. ASPIRE
- The Anti-Bullying Campaign involves the students in promoting anti-bullying through discussion and poster campaigns.
- We work with outside agencies when appropriate to support either bullied students or bullies.
- The Anti-Bullying Co-ordinator will review the bullying database regularly and take appropriate action.
- The Anti-Bullying Co-ordinator will meet individually with all involved for periodic reviews of the initial incident to make sure that there have been no further issues/incidents, these meetings will be logged and notes be kept on a database. Parents will also be contacted after every follow up meeting with students for feedback.
- Student interviews to ascertain student perception.
- The Peer Mentoring scheme aims to prevent bullying, by using older students to befriend and mentor younger and/or potentially vulnerable students.
- Duty Staff wear blue duty jackets to ensure students can clearly see who to approach if they need support.
- Students are also taught about how to stay safe online (see E-safety Policy for details).

Monitoring the impact of the action to prevent, discourage or alleviate bullying behaviour

- Student questions are used to help identify how students feel about this topic. It is important that students feel safe, and to highlight areas where this may not be the case.
- Parent questionnaires.
- Analyse bullying logs to identify target areas and inform SDP.
- Through regular themed Safety Weeks.

Role of the Anti-Bullying Co-ordinator

- Be a point of contact for all Year Leaders if assistance or advice is required.
- Help Investigate incidents of bullying with other members of the pastoral team if required
- Responsible for the recruitment, training and deployment of peer mentors.
- Provide data weekly for the weekly CSI monitoring form to identify patterns or concerns.
- Write a half termly review of all recorded bullying incidents for Senior Leadership Team.
- Do follow up meetings and periodic reviews with all students involved in incidents of bullying and follow up with phone calls to parents and carers
- Assist in Anti-Bullying policy reviews.
- Link with Senior Leadership Team over anti-Bullying Week activities and others through the year.

Even where safeguarding is not considered to be an issue, the school may need to draw on a range of external services to support the student who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying.

Supporting Students

Students who have been bullied will be supported by the following steps as appropriate:

- Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Reassuring the student and providing continuous support to restore self-esteem and confidence.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Students who have bullied will be helped by the following steps as appropriate:

- Discussing what happened and establishing the concern and the need to change.
- Informing parents to support improvement and resolution.
- Providing appropriate education and support.
- If online, requesting content be removed and reporting account/content to service provider.
- Sanctioning in line with school behaviour policy. This may include official warnings, detentions, removal of privileges, fixed-term and permanent exclusions.
- Speaking with police or local services.