

## Policy Document

Headteacher: Mr Lee Walker

Anti-Bullying Policy	
<b>Date of Review:</b>	June 2023
<b>Prepared by:</b>	Lee Walker
<b>Approved by Governing Board:</b>	July 2023
<b>Policy based on:</b>	Internal policy
<b>Date for next review:</b>	June 2024

Our students will learn best in a safe and calm environment that is free from disruption and in which education is the primary focus.

DfE define bullying as behaviours that are:

- repeated
  - intended to hurt someone either physically or emotionally
  - often aimed at certain groups, for example because of race, religion, gender or sexual orientation It takes many forms and can include:
    - physical assault
    - teasing
    - making threats
    - name calling
    - cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)
- [WWW.GOV.UK](http://WWW.GOV.UK) (2020)

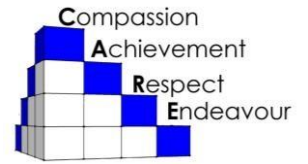
Bullying is a form of abuse and this policy should be read in conjunction with the Safeguarding Policy.

### What makes people vulnerable to bullying?

Any child can be bullied but certain factors are known to make it more likely:

- Lacking close friends in school
- Being shy or introverted
- An over-protective family environment
- Being from a different racial, cultural or gender group to the majority
- Appearing to be different in some obvious respect
- Behaving inappropriately, being overly intrusive or being a 'nuisance' to others
- Possessing expensive accessories e.g. mobile phones, computer games etc
- Jealousy... where the victim is perceived to be very prominent due to a particular gift/talent (such as sport or music) or physical attraction

(Extract taken from 'Bullying: Don't Suffer in Silence').



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## How can it be identified?

The following areas may indicate a child is being bullied:

- Being unwilling to go to school due to illness more frequently than previously
- Being frightened to travel to or from school without supervision
- Beginning to perform poorly at school
- Becoming anxious and withdrawn
- Having significant possessions 'go missing!'
- Asking for money more regularly than normal, or stealing it
- Coming home with books/clothes torn or unexplained physical injuries
- Truancy or trying to change their usual routine
- Self-harm, attempted suicide, crying themselves to sleep
- Becoming aggressive or unreasonable
- Appearing to have low self-esteem with a lack of care about appearance

## What should be done about it?

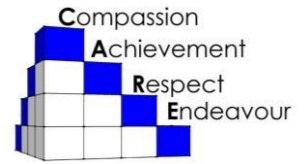
We would urge any victim of bullying to:

- Inform a family member, who will contact the appropriate Head of Year, or inform the school directly (Head of Year, form tutor, subject teacher, learning mentor etc). They can ask a friend to support them in speaking to a member of staff if they prefer.
- Record instances of bullying as clearly as possible. A written account, which includes dates, times, venues, witnesses and specific details, is always extremely helpful to the member of staff investigating the problem.
- Texts, screenshots and photographs sent via email, mobile phone etc. should be kept, as evidence of bullying, where possible.
- Remain calm and trust that the school will do everything possible to support any victim of bullying and work continuously until the problem has been eradicated.
- Retain a sense of dignity and self-worth.
- Be assertive when faced with others who are displaying bullying behaviour, informing the person(s) responsible that you will be reporting what has happened.

If you suspect someone is being bullied, also follow the points above, so it can be investigated.

## What will the school do?

- The Head of Year, or other appointed staff member, will investigate any accusation of bullying at the earliest opportunity. In almost all cases, this will be on the day the complaint is made.
- Any allegations of bullying will be recorded by the Head of Year on CPOMS (an online register for all safeguarding concerns). The outcome of any investigation will also be recorded. CPOMS enables the school to monitor the number of reported cases of bullying and to evaluate the school's current procedures.
- Following an investigation and confirmation of bullying behaviour, the normal school sanctions may be applied as appropriate. If applied, these will range from detentions to exclusion in accordance with the frequency and severity of the bullying behaviour.



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- We always follow up any cases of bullying by discussing matters with the victim at intervals after the original complaint has been made.
- The results of any investigations will always be discussed with the person who has raised the concern and their family.
- In most cases, the results of any confirmed case of bullying will also be discussed with the family of the student(s) who enacted the bullying behaviour.
- We will seek the support and guidance of the school counsellor or Learning Mentor and outside agencies as appropriate.
- If matters relate to a student's journey to and from school it remains a school matter and will be investigated and acted upon in the same way.

### **What if I feel the situation is not resolved?**

There is a clear line of communication for parents or students to follow. We would urge parents not to 'leapfrog' different levels of responsibility.

The points of contact are as follows:

- Level 1 - Form Tutor
- Level 2 - Head of Year
- Level 3 - Head of Key Stage
- Level 4 - Headteacher
- Level 5 - Chair of Governors

You should expect an acknowledgement of your communication within 48 hours of sending. We will aim to resolve the situation as soon as is practicable, and certainly within 15 working days of you highlighting the issue.

### **Links to other policies**

Behaviour for Learning Policy

Safeguarding Policy