

Sir Martin Frobisher Academy



Anti-Bullying Policy

Policy Date	Sept 2020
Review Date	Sept 2021

Sir Martin Frobisher Academy

ANTI-BULLYING POLICY
September 2020

This policy applies equally to the Early Years Foundation Stage Setting, KS1 and KS2 as taught at Sir Martin Frobisher Academy.

Policy contents:

What informs our policy

Guiding principles for preventing and tackling bullying

Aims of the policy

What is bullying?

The role of governors

The role of staff (duties)

The role of staff (responses)

The curriculum: how we prevent and tackle bullying through our curriculum

Supporting pupils

Sanctions

Involving parents

Involving pupils

Monitoring the effectiveness of our approach

WHAT INFORMS OUR POLICY

This policy takes due regard of the following documents:

- Preventing and Tackling Bullying, DfE 2016
- Equality Act 2010
- Bullying – Don't Suffer in Silence – An Anti-Bullying Pack for Schools" (64/2000), DfE 2000

GUIDING PRINCIPLES FOR PREVENTING AND TACKLING BULLYING

The governors value the good relationships between all of the school community as fostered by the school and expect that every allegation of bullying will be taken seriously. The governors consider that a child should be treated as being bullied simply because he/she perceives that they are.

All staff, pupils and parents should be aware of the negative effects that bullying can have on individuals and the school in general, and should work towards ensuring that pupils can work in an environment without fear. Bullying is unacceptable in this school and will not be tolerated. The school recognises that it must take note of bullying perpetrated outside school which spills over into school. The school will do what is reasonably practicable to eliminate any such bullying.

AIMS OF THE POLICY

We aim to create an environment where pupils can grow and flourish without fear. Each pupil has the right to be safe in and out of school and to be protected when she/he is feeling vulnerable.

We aim:

To ensure that children learn in a supportive, caring and safe environment, without fear of being bullied

To demonstrate that the school takes bullying seriously and that it will not be tolerated

To take measures to prevent all forms of bullying in the school and during off-site activities

To support everyone in actions to identify and protect those who might be bullied

To clarify for all pupils and staff that bullying is wholly and always unacceptable

To demonstrate to all that the safety and happiness of pupils is paramount

To promote an environment where children feel they can trust and tell adults if they are being bullied or know about any bullying

To promote positive attitudes in pupils (including conflict management training)

To ensure that all staff are aware of their duty of care over those in their charge and the need to be alert to signs of bullying

To ensure that all staff are aware of procedures through regular training

WHAT IS BULLYING (including definition, roles, styles, signs and symptoms)

Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

(Preventing and Tackling Bullying, Advice for Head Teachers, Staff and Governing Bodies, DfE, 2011, p. 4)

At Sir Martin Frobisher Academy we recognise that there is no “hierarchy” of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately. We understand that bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups; face-to-face, indirectly or using a range of cyber bullying methods. We understand that all children have disagreements with each other and friends fall out for a time. This is not usually bullying.

Four main types of bullying can be identified:

Physical hitting, kicking, taking or hiding belongings

Verbal name calling, teasing, insulting, writing or sending unkind notes or messages

Emotional being intentionally unfriendly, excluding, tormenting looks, spreading rumours.

Cyber email and internet chat room misuse, mobile phone threats by text, calls, social websites.

Specific types of bullying include:

- Bullying related to race or colour, religion or belief or culture.
- Bullying related to special education needs (SEN) or disabilities.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked-after children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Bullying of adopted children.
- Bullying using electronic forms of contact (cyber bullying) see Appendix I

Roles within Bullying

Different roles within bullying have been identified:

- Those relying on social power, dominating others, often with group support (ring leader).
- Others joining in and therefore afraid of ring leader (associates).
- The awareness of a silent majority that bullying is taking place, but feeling unable to do anything about it (bystanders).
- Those who try to stop bullying (defenders).
- 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 they should investigate if a child:
 - is unwilling to go to school/changes usual routine
 - becomes withdrawn, anxious or lacking in confidence
 - starts stammering
 - attempts or threatens self harm
 - cries herself/himself to sleep at night or has nightmares/ bedwetting
 - regularly feels ill in the morning
 - begins to do poorly in school work
 - comes home with clothes torn or books damaged
 - has possessions go missing
 - has unexplained cuts and bruises
 - stops eating
 - is frightened to say what is wrong
 - is frightened of walking to or from school

THE ROLE OF GOVERNORS

- The governors will liaise with the Head over all anti-bullying strategies, and be made aware of individual cases where appropriate.
- The governing body will discuss, review and endorse agreed strategies and will discuss the Head's report on the working of this policy.
- The governors will liaise with the Head to arrange for a regular programme of staff development, which will include child protection and anti-bullying strategies. This will include training for support staff as well as teachers.

THE ROLE OF STAFF

The Head Teacher

The Head has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying amongst pupils.

The Head will:

- ensure that all staff have an opportunity of discussing strategies and review them regularly
- determine the strategies and procedures
- discuss development of the strategies with the Senior Leadership Team
- ensure appropriate training is available
- ensure that the procedures are brought to the attention of all staff, volunteers, parents and pupils and report to the governing body

The Deputy Head Teacher will:

- be responsible for the day-to-day management of the policy and systems;
- ensure that there are positive strategies and procedures in place to help both the bullied and bullies;
- keep the Head informed of incidents;
- refer and liaise with inter agency working groups if necessary,
- arrange relevant pupil training with the Head, determine how best to involve parents in the solution of individual problems; and
- ensure proper record keeping Class Teachers will:
- be responsible for liaising with the Deputy Head Teachers/Head teacher over all incidents involving pupils in their classes
- be involved in any agreed strategy to achieve a solution
- teach the anti-bullying programme in PSHE
- know and follow all relevant policies and procedures
- keep clear records for the Behaviour File
- be observant and talk to pupils
- deal with incidents according to the policy
- never let any incidence of bullying pass by unreported, whether on-site or during an off-site activity
- take action to reduce the risk of bullying at all times and in places where is most likely and
- discuss from time to time where extra staff might be needed.

THE ROLE OF STAFF (responses)

Dealing with incidents

- If bullying is suspected or reported, the incident will be investigated and dealt with immediately by the teacher approached
- If a racial element to the bullying is suspected the Head/ Deputy Head must be informed immediately
- The teacher will record the details of the incident on the Bullying Report Form and inform the relevant senior staff
- The Bullying Report Form will be kept in the Behaviour file in the Deputy Head Teachers' office
- All the parties will be interviewed and five Ws sheet completed
- Staff teaching the bullied pupil will be informed
- The appropriate strategy and plan of action to combat the bullying will be decided upon
- The implementation of the strategy will be overseen by the Head or Deputy Head Teachers
- Parents will be kept informed by the relevant staff
- Any sanctions will be determined by the Head Teacher

In any incident of bullying, staff are aware of the following principles:

- It is important that children who experience bullying can be heard
- It is important to note that people react differently to bullying and it is often very difficult to tell if someone is upset or hurt
- If children feel upset, they are encouraged to speak to their teacher or a responsible adult at an appropriate time or put a note in the confidential worry box in each classroom
- It must be emphasised to the children that they should NEVER take the law into their own hands and should remember that physical aggression is not acceptable
- They should be reassured that the adult will try to sort out the problem as calmly as possible
- Parents would be requested to come and discuss matters.
- The incident would be noted down and put into the child's personal file.
- Pupils will be told always to report incidents of bullying

Reporting and Recording

All incidents must be reported and recorded in full and the records kept in the central file

Reports of bullying will be logged by the Senior Leadership Team

The forms are kept in the Behaviour Folder. The incidents will be updated and the names of pupils and staff who are involved will be written out in full and not abbreviated. This record of bullying will enable patterns to be identified

THE CURRICULUM: HOW WE PREVENT AND TACKLE BULLYING THROUGH OUR CURRICULUM

Anti-Bullying Education in the Curriculum:

- The school will raise the awareness of the anti-social nature of bullying through the PSHE programme of study, school assemblies, the school council and in the curriculum as appropriate
- The Headteacher is responsible for initiating and developing an anti-bullying programme as part of the PSHE programme of study
- Class teachers are responsible for introducing anti-bullying material in their programmes of study as appropriate

SUPPORTING PUPILS

Bullied Pupils: Staff who deal with pupils who have been bullied must always offer reassurance. Pupils who have been bullied will be given support.

Bullies: It is recognised that support must also be given to the perpetrator. Changing the attitude and behaviour of bullies will be part of the responsibility of the positive procedures used by the school.

However, the school recognises that sanctions will also have to be used against bullies.

All the children concerned should be fully involved in the discussions leading up to the solution and should not be left feeling isolated. Honest group discussions that involve both bullied and bully with other children of their choice attendant and encouraged to participate, help the children to resolve the matter themselves with support and vigilance from the staff and is the most effective way. Parents will need to be kept fully informed.

SANCTIONS

Where pupils do not respond to preventative strategies to combat bullying, tougher action will be taken to deal with persistent and violent bullying. Sanctions are determined by the nature of the bullying on a case to case basis. Sanctions might include:

- Writing a letter of apology
- Removal from the group (in class);
- Withdrawal of break and lunchtime privileges;
- Withholding participation in any school trip or sports events
- Fixed term and permanent exclusion from school

INVOLVING PARENTS

Parents, as well as all staff and pupils should know that the school will not tolerate bullying and takes a positive, active approach to educating pupils to combat it. Parents will be informed of the policy and procedures. Parents of pupils who are being bullied and parents of the bullies will be involved in the solution to the problem as appropriate.

INVOLVING PUPILS

Pupils will be involved in the positive strategies through both the school council and classes. Pupils will have an input into the anti-bullying strategy. A major part of the strategy will consist of educating pupils in how to cope with bullying. Pupils must know to whom they should go if they are being bullied or if they are concerned about another child.

MONITORING THE EFFECTIVENESS OF OUR APPROACH

The Head and the Senior Leadership Team will consider reports of bullying to determine what can be learned from the incidents and how they were handled, with a view to improving the school's strategies. These reports will also enable patterns to be identified. The Head will report to the governing body.



APPENDIX: CYBER BULLYING

What is it?

“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.”

Anti-Bullying Alliance by Goldsmiths College, University of London.

Types of Cyber Bullying

There are 7 identified categories of cyber bullying:

Text messaging bullying

Picture/video clip bullying via mobile phone

Phone call bullying via mobile phone

Email bullying

Chat room bullying

Bullying via websites

Bullying through instant messaging

School Policy on Cyber Bullying

No pupil mobile phones are allowed in the school.

However the school recognises that many pupils have mobile phones outside school and to that end:

- the school arranges for the community police officer to come into school to talk about safe use of the net and mobile phones.
- the Head and safeguarding team meets with groups of parents – as does the community police officer, to ensure that they, as well as their children understand how to use technology safely, as well as the risks and consequences of mobile phone use.
- staff have a duty to make sure that they are familiar with their role in dealing with cyber bullying.
- victims should keep emails and text as evidence for tracing and possible police action.
- the school has a code of conduct for use of the net and access is screened by a variety of blocks which are updated regularly.

Teachers must teach safe internet use and strictly apply all school policies.