

The Shrubbery School



Anti-Bullying Policy

January 2019
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Index

1 Introduction	
2. What is Bullying?	
3. Aims and Objectives	
4. The role of school staff	
5.The role of the Head Teacher	
6. The role of parents	
7. The role of pupils	
8. Strategies	
9. Action	
10. Further Reading	
11. Appendix 1	
Behaviour Report: Bullying Behaviour	

1. INTRODUCTION

This policy has been created with regard to the Department for Education Guidance “Preventing and Tackling Bullying – Advice for School Leaders, Staff and Governing Bodies (July 2017)”.

<http://www.education.gov.uk/schools/pupilsupport/behaviour/bullying/f0076899/preventing-and-tackling-bullying>

2. What is bullying?

Bullying is identified as any behaviour that is harmful, repetitive, wilful or persistent, with an imbalance of power that means that the person being bullied can feel defenceless.

Occasional teasing is not bullying, however if it is intended to cause hurt and continues to happen, it can become bullying behaviour.

Bullying usually takes the form of harmful or emotionally harmful behaviour and can include slapping, kicking, shoving, pinching, taking and damaging belongings, excluding from groups or activities, spreading rumours, mocking, taunting, sexual touching, name calling etc. and can happen anywhere.

Bullying can take place in any relationships i.e. between pupils, between pupils and staff, between children and adults, within families, peer groups and in the workplace.

Bullying behaviour takes place in different ways and for all sorts of reasons, and in all sorts of circumstances.

Sometimes bullying is motivated by underlying attitudes towards an individual group's gender, sexuality, race, religion or culture, age, physicality, or because they have special educational need or disability. This is in contravention of the Equality Act 2010. Our Equality Policy sets out the school's commitment to equality.

The use of cyber technologies is on the increase to bully and harass 24/7 through texting, instant messaging, social networking and gaming sites. The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside of school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. We have a separate Cyber-Bullying Policy.

AIMS AND OBJECTIVES

- We are a listening school and aim to reassure all pupils that they are listened to and that every effort will be made by staff to help and support them.
- We do not want to label any child as a bully
- Facts have to be established around any allegations and not just be hearsay.
- Help a pupil that has been bullying to recognise and understand the implications of their actions.
- Recognise that pupils who bully have often been bullied or are being bullied themselves.
- Discuss with the parents/carers of the pupils who have been bullying, the situation and strategies for managing the behaviour.
- Discuss the situation with the parents/carers of the pupil who has been bullied and offer reassurance that the situation is being dealt with.
- Record all relevant details of an investigation of alleged bullying.
- We aim, to provide a secure and safe environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.
- This policy aims to produce a consistent response to any bullying incidents that occur.
- We aim to make all those connected with The Shrubbery School aware of our zero tolerance of bullying, and we make clear each person's responsibilities with regard to the eradication of bullying. We have a team who provide a strong system of care, support and guidance for individual pupils, working in close partnership with parents and other agencies.

The role of school staff

We will develop whole school policies that meet the law and school-inspection requirements.

We will promote an environment where bullying and violence are not tolerated and cannot flourish.

We will continually develop best practice based on the knowledge of what works. This policy will be reviewed annually and as a result the policy and procedures will be updated if necessary. Issues around bullying will be discussed as a part of the curriculum and within assemblies.

We constantly monitor school-site issues and promote safety around the school.

Staff are aware of their roles and responsibilities in preventing and responding to bullying.

All staff are aware of the importance of modelling positive relationships.

We work in partnership with parents, other schools, Children's Services and community partners to promote safer communities.

The role of the parents

Parents will be made aware that The Shrubbery School has a zero tolerance of bullying. They will be made aware of the procedures to use if they are concerned their child is being bullied or does not feel safe to learn, including the school's Complaints policy and procedure.

Parents will be made aware that the school will take any complaint about bullying seriously and investigate/resolve as necessary, and that the school systems will deal with bullying in a way that protects their child.

Parents will be informed about ways in which they can assist the school with anti-bullying policy or procedures.

The role of the pupil:

All our pupils;

Children should speak out against bullies and ensure we are a telling school

Bystanders have a responsibility to ensure bullying does not continue or that they do not reinforce the bullying behaviour.

Pupils who are being bullied:

- Every child will be listened to.
- You will be taught so that you know how to report bullying and get help.
- The school will do all it can to try to deal with the bullying.
- Steps will be made to make you feel safe.
- We will help you grow in confidence and self-esteem.
- You will be offered support from others.

Pupils who engage in bullying behaviour:

- Sanctions and learning programmes will make you take responsibility for your behaviour and help you face up to the harm you have caused.
- You will be shown how to behave in ways that do not cause harm in future by developing your emotional skills and knowledge.
- You will take steps to repair the harm you have caused.

Our strategies

This policy is covered in the inductions of new staff and revisited at staff meetings.

All staff receive Safeguarding Children training. Staff are made aware of other policies associated with the Anti-bullying Policy, these include the Safeguarding and Child Protection Policy, Equality Policy and Positive Behaviour Policy.

Staff are role models for the pupils at all times and never use bullying tactics, i.e. humiliation or ridicule

Issues to do with bullying are discussed in circle time, PSHEE lessons and assemblies with a view to the prevention of issues occurring amongst pupils.

Throughout everyday lessons and enrichment activities pupils will be supported to become more assertive and develop their self-esteem.

There are talking/suggestion boxes around the school and pupils are made aware of their locations during their induction and at registration sessions. Our policy is promoted on our website and in our school handbook.

Staff are alert to unexplained changes in a pupil's behaviour or other indication which may lead us to question the pupil's emotional or physical wellbeing.

We work hard at forming positive effective relationships and recognise the value of and importance of parents/carers in their child's care and education and realise that a query regarding bullying may be raised in this way.

We carry out anonymous surveys for both pupils and parents with regard to bullying. The school realises that the bully often needs as much help as the victim.

Suspension will only be used as a last resort where other strategies have failed which indicates the seriousness of an instance of bullying.

If necessary the police should be contacted or under the Children Act of 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff will report their concerns to the Local Authority Children's Social Care.

What to do:

1. Consult with the Head Teacher to ensure the incident is recorded on the pupil's records.
2. Identify who the bullies and victims are.
3. The Head Teacher and staff member will establish facts by individual interviews with victim, witnesses and bully. Special need support should be assessed.
4. Bullies should be challenged to confront their behaviour.
5. Reconciliation should always be attempted.
6. Bullies should be punished in accordance with the school's sanctions systems. This may involve suspension. Parents should be made aware where serious bullying is occurring. Incidents are recorded in the bullying log and may be reported to the LEA and made available to inspectorate.
7. The victim should be offered ongoing support.
8. Monitor the behaviour of victim and bully.

Further Reading

The Anti-bullying Alliance www.anti-bullyingalliance.org.uk

Beatbullying www.beatbullying.org

Kidscape www.kidscape.org.uk

ChildNet www.childnet-int.org

Childline 0800 1111 www.childline.org.uk

NSPCC 0808 800 5000 www.nspcc.org.uk

Cybermentors cybermentors.org.uk

11. Appendix 1:

The Shrubbery School
Behaviour Report: Bullying Behaviour



Date
Time
Place
Staff Reporting:
Children involved, including bystanders present
Type of Bullying
Impact

Action taken

Follow up actions/Review