



# ANTI-BULLYING POLICY

School Staff were consulted on this document and it was accepted by the Trust.	October 2016
Review Cycle	3 Years

## THE TRUST SCHOOLS' ANTI-BULLYING POLICY

To be implemented with effect from:

18/06/2012

### **A statement of the purpose**

The purpose of this policy is to set out the way in which the Governing Body will seek to ensure that harassment of any kind is never tolerated at the school so that everyone feels safe, respected and able to learn.

### **A citation to the legal authority and/or standards**

At the school we aim to comply with the legal duties under the School Standards and Framework Act 1998 (Chapter 31, Section 61) to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

### **Rationale**

The school recognises that bullying is not only hurtful but also stops pupils from learning. We are committed to maintaining an ethos and environment which encourages and fosters acceptable standards of behaviour, good personal relationships and a respect for the individual, promoting diversity and demonstrating care and courtesy.

### **Guiding principles**

The school is clear that a culture of “not telling tales” encourages bullying and we are determined to empower children to report bullying in the sure knowledge that each incident will be taken seriously, accurately recorded, and investigated with support and sanctions being used as appropriate. It is our clear aim to deal with bullying immediately and effectively but more importantly to prevent it. We will continue to make all stakeholders aware of this policy and train all new staff with regard to the associated procedures.

### **Expected Outcome**

All members of the school will be expected to demonstrate tolerance and respect, including respect for difference and diversity.

### **Procedures**

The procedural details for carrying out this policy are given in the separate document: “The School Anti-Bullying Policy Procedures”.

## **The Trust Schools' – Anti-bullying Policy**

### **Summary of Approach**

The school tries its best to keep everyone smiling. We don't want anyone to feel they have to hide away. The school says 'No!' to bullying and will do everything it can to prevent it from happening and, if it does happen, deal with the incident in a firm, fair and supportive way.

### **Definition**

We define bullying as any behaviour which is the unfair use of power to hurt others, make a person feel threatened, upset or belittled. This includes all acts of physical, verbal, psychological and emotional aggression or harassment. Examples may include:

- Physical abuse of others through hitting, kicking or theft
- Verbal abuse of others through name calling and sexual comments
- Cyber abuse of others through MSN, websites such as myspace.com, mobile phones and text messages
- Psychological abuse of others through spreading rumours, excluding someone and victimisation
- Discrimination of others because of religious beliefs, race or gender
- Peer pressure or group bullying of others including incidents of happy slapping

### **Actions we take to try to prevent bullying**

At school we have a number of ideas we use to try and prevent bullying. These include a bullying box, role plays within some of our Drama lessons, our Prefects in Peer Support (PIPs), and discussing issues in Civics lessons and through Thought for the Week in form time and assemblies. Our senior staff are always on duty at breaks and lunchtimes which helps create a safe and friendly environment whilst those who feel vulnerable are offered safe-havens. We also have helpful information in the homework diaries and all Year 7 pupils receive a handbook with advice on how to deal with bullying if it happens. In addition, information about what the school feels about the issue of bullying is displayed around the school and in classrooms. We also try to prevent bullying by making sure all pupils are aware of the consequences and sanctions if they bully others in our school community.

### **Action we take when bullying happens**

If an incident of bullying occurs in our school we will try to support the victim through the use of mediation meetings which involves getting all parties together. Sometimes this may even include the parents to help resolve the problem. There may be times when also we involve our Schools' Liaison Officer from Essex Police to help support the victim and also the bully, who may not always realise the effect they have had on the person who has been bullied. Our PIPs and in-school counsellors can also provide help and support for any pupil affected by an incident of bullying. We will ask the bully to sign our school anti-bullying contract.

Our Form Representatives meet regularly to discuss the current situation within their year groups with the aim of working with staff to provide extra support for those who need it. This may, for example, include the setting up of a safe-haven.

We also recognise that there are times we need to use the school's sanctions to deal with a bully. These sanctions may include a detention, community service, time in isolation or being excluded from areas of the school or even the school itself for a period of time. There may also be the need to permanently exclude the bully from our school.