



Anti Bullying Policy

2019 - 2022



Date Reviewed:	September 2020
Review Frequency:	3 years
Date of next Review:	September 2023
Governor Signature:	

Our Ethos:

‘Everyone in our school community has a right to learn and grow, be treated with respect and feel safe. Each has a responsibility too to conduct themselves in a way that helps promote these rights helping us to ensure that we continue to develop a culture and ethos in which every person feels valued and knows how to value the contribution of others.’

Anti -Bullying Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting. Pupils must be encouraged to report bullying in schools.

Schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

All schools have specific duties under the Equality Act to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the 2010 Equality Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- foster good relations between people who share a protected characteristic and people who do not share it.

Advancing equality of opportunity includes removing or minimising disadvantages suffered by people due to their protected characteristics. Fostering good relations includes tackling prejudice and promoting understanding between people from different groups.

National guidance highlights the importance of tackling prejudice related bullying (for example based on ethnicity, disability, sexual orientation or gender) and of understanding the impact that it can have on individuals, families and whole communities. We therefore take specific action through our pastoral and curriculum policies to ensure that we take action. We also follow national expectations that all racial incidents are recorded and reported to the Local Authority.

Implementation

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Head of Centre.
- The Head of Centre will interview all concerned and will record the incident.
- Personal tutors will be kept informed and if it persists the personal tutor will advise the appropriate subject teachers.
- Parents will be kept informed.
- Restorative justice practices may be used.
- Appropriate measures will be used in consultation with all parties concerned.
- The situation will be reviewed after a stated period of time.
- The situation will be monitored by the Personal Tutor and Head of Centre.

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with their personal tutor or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change, including restorative practices
- informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps can be taken:

- official warnings to cease offending
- change of teaching venue
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Within the curriculum the centre will raise the awareness of the nature of bullying through inclusion in PSHE, tutorial time and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, Evaluation and Review

The centre will review this policy and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the centre.