



## MANAGEMENT POLICY

### Anti Bullying

***This policy should be read in conjunction with the schools inclusion, safeguarding, attendance and inclusion policies.***

#### **Introduction**

Bullying is a form of anti-social behaviour that has no place in our school. Bullying can include any sort of physical or mental intimidation of a person by another or a group, which can cause anxiety or stress to the victim. Such behaviour is unacceptable by any member of the school community as no person has the right to make another feel uncomfortable or unhappy. Our Code of Conduct outlines the positive behaviour we expect and that negative behaviour in the form of bullying will not be tolerated. Our anti-bullying group came up with the following definition for bullying.

*Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times On Purpose). Bullying is mean and results in worry, fear, pain and distress for the victim(s).*

#### **Bullying can be:**

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence
- Racial - taunts, graffiti, gestures, making fun of culture or religion
- Sexual - unwanted physical contact or sexually abusive or sexual comments
- Homophobic because of or focussing on the issue of sexuality
- Cyber bullying: setting up hate websites, sending offensive text messages, emails and abusing the victims via their mobile phones. 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 himself/herself. By cyber-bullying, we mean bullying by electronic media and social media:
  - Bullying by texts or messages or calls on mobile phones
  - The use of mobile phone cameras to cause distress, fear or humiliation
  - Posting threatening, abusive, defamatory or humiliating material on websites, to include blogs, personal websites, social networking sites
  - Using e-mail to message others
  - Hijacking/cloning email accounts
  - Making threatening, abusive, defamatory or humiliating remarks in chat rooms, to include Facebook, Youtube and Ratelyteacher, Snapchat, Instagram, Twitter and other social media. Before being allowed ICT access pupils and parents have to sign an agreement document. Failure to comply will result in ICT access not being given.
- Peer on Peer abuse which is covered in the Child Protection and Safeguarding policy (this is covered within some of the types of examples above: sexting, making sexualised comments, upskirting etc.)

#### **Bullying is not:**

the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).

Students sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of students' development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. Part of growing up involves learning how to deal with these situations and develop social skills to repair relationships.

### **Procedures for reporting and responding to bullying incidents**

All staff will respond calmly and consistently to all allegations and incidents of bullying at Cheslyn Hay Academy. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedures will be used for reporting and responding to bullying allegations or incidents.

1. Report all bullying allegations and incidents to staff
2. Staff will make sure the victim(s) is and feels safe.
3. Appropriate advice will be given to help the victim(s)
4. Staff will listen and speak to all students involved about the incident separately.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a problem solving approach, which will move students on from them having to justify their behaviour.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
8. Staff will reinforce to the bully that the behaviour is unacceptable.
9. The bully may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied (see next section).
10. If possible the students will be reconciled. This could include some restorative justice work between the perpetrator and the victim.
11. An attempt will be made, and support given, to help the bully understand and change the offending behaviour.
12. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
13. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
14. If necessary and appropriate the Child Protection Officer in school or the relevant outside agencies will be consulted.

### **Sanctions**

Following consultation with various groups such as the student leaders, key pastoral staff and parents, the following sanctions have been suggested.

- Apologise to the victim verbally or in writing
- Lose privileges
- Loss of free time in school
- Put on contract
- Put on report
- Parental consultation
- Be removed from class and put in the refocus room
- After school detention
- Be withdrawn from participation in school visits, clubs and events not essential to the curriculum
- Fixed term exclusion
- Permanent exclusion

### **Strategies for the prevention and reduction of bullying**

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These might include the following.

- Active participation in the Staffordshire Anti Bullying Pledge Scheme.
- Involving the whole school community in writing and reviewing the policy.
- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school
- Making national anti-bullying week a high profile event each year.
- Awareness through anti bullying assemblies looking in particular at cyber bullying.

- Awareness through our Aspire Curriculum during specific weeks within the terms and anti-bullying week assemblies.
- Circle time on bullying issues for Years 7 and 8.
- Training of sixth formers as mentors to help with low level bullying issues.
- Regular attendance at anti bullying conferences and initiatives.
- Anti bullying training for appropriate staff.
- Use of WhisperNet reporting services available on the school website.
- E safety meetings with parents to discuss cyber bullying.
- Incidents of bullying will be tagged 'as bullying' when recorded as part of the normal behaviour management procedure on class charts and where deemed necessary on CPOMs.
- Child on Child abuse will be dealt with seriously and logged on the CPOMs database

**Lead SLT member : LPO**

**Date of next review : 07.24**

**Reference Anti bullying LPO 07.17**