



Archbishop Temple School

A Church of England Specialist College

ANTI-BULLYING POLICY

Date Agreed : June 2020

To Be Reviewed : June 2021

Name of Policy: Anti-Bullying Policy

Sub-Committee Responsible: Governors' Pastoral, Community & Chaplaincy (PCC) Committee

Lead Responsibility in School: Assistant Headteacher

Source of Policy: (Please tick)

- LA:**
- Diocesan:**
- School: X**
- Other – Please specify:**

This policy supports our work as a Church school as summarised in our Mission Statement:

Purpose

Archbishop Temple School seeks to care for young people and prepare them well for adulthood, valuing the whole person.

Mission

Through our faith in God, Father, Son and Holy Spirit, we strive to nurture each person's ability, gifts and talents so that they can 'have life and have it to the full' (John 10:10) and use it in the service of God and other people.

Purpose

At Archbishop Temple School we believe that it is every child's right to be safe and to feel safe. We take bullying very seriously and it will not be tolerated. This policy document is to help ensure that children in our school feel safe and secure. It provides a co-ordinating framework for developing understanding and skills as part of a whole school approach and a framework for responding to incidents. It is a statutory duty for all schools to have an anti-bullying policy and to comply with the Equality Act 2010.

Rationale

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment, in keeping with the Christian ethos of the school, without fear of being bullied. Bullying is anti-social behaviour and affects everyone in the school community; 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. Any incidents of bullying that go on undetected can have a serious effect on a child's personal and social development as well as their health and well-being. An OFSTED inspection will focus on how well a school responds to bullying issues when determining their judgement of a school. We expect our pupils to behave with courtesy towards staff, visitors and fellow pupils, to act with common sense and to co-operate with and consider others. The same standards of behaviour are expected outside school and we aim to develop a positive partnership between home and school. The Headteacher has a statutory power to discipline pupils for poor behaviour outside of school premises. If incidents of bullying outside of school are reported to school staff, they will be investigated and dealt with in accordance with this policy

Definition of Bullying

Bullying is defined as "Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences." DfE 2017.

There are different sorts of bullying, and varying degrees of bullying, these include:

- Physical: (hitting, kicking, theft, damaging or hiding belongings including money, spitting, throwing objects at an individual, some aspects of 'play fighting', unwanted physical contact etc).
- Verbal: (name calling, racist remarks, teasing, insulting, writing unkind notes, graffiti etc.)
- Indirect: (spreading rumours, excluding someone from social groups, incitement etc).
- Emotional: (being unfriendly, excluding, tormenting, spreading rumours, looks, insulting family etc).
- E – Bullying: (Inappropriate use of social media, malicious text messages, MSN, Facebook, chat rooms, SnapChat, Message Boards, e-mails, websites, filming, photography etc).

Racist and homophobic bullying may also be evident, explicitly or more covertly. Racism and homophobia in any form is unacceptable and must be confronted. Guidance issued by the Department (Social Inclusion: Pupil Support Curricular 10/99 dealt with the unacceptability of and harm caused by bullying in whatever form-be it racial, related to sexual orientation, age, physical appearance, ability or religion. Some pupils are more vulnerable to bullying such as those with learning difficulties or looked after children and those who are seen as "different" and it is vital in our Christian school that all members of the school community are treated with respect and justice.

A bullying incident is one where any person involved believes it is bullying. Pupils react differently and it is not always possible to tell if someone is hurt or upset. However, any pupil who is suffering should be supported and the incident should be investigated.

Possible signs of Bullying

A pupil may indicate by their behaviour that he or she is being bullied. If a child shows some of the following signs, bullying may be responsible and you might want to ask if someone is bullying or threatening them.

Children may:

- Be frightened of walking to and from school.
- Change their usual route/ routine.
- Not want to go on the school bus.
- Beg parents to drive them to school.
- Be unwilling to go to school (or be 'school phobic').
- Cry themselves to sleep, have nightmares, cannot sleep.
- Have their possessions go missing.
- Ask for money or start stealing (to pay the bully).
- Continually 'lose' their pocket money.
- Have parts of kit/equipment missing.
- Feel ill in the mornings.
- Begin truanting.
- Begin doing poorly in their school work.
- Come home regularly with clothes or books destroyed.
- Go home hungry (bully taking dinner money).
- Become withdrawn, start stammering and lack confidence.
- Refuse to talk about what's wrong.
- Have unexplained bruises, cuts, scratches.
- Begin to bully other children, siblings.
- Become aggressive and unreasonable.
- Give improbable excuses for any of the above.
- Become distressed and anxious, stop eating.
- Attempt or threaten suicide.
- Begin self-harming.

What do we want pupils to do?

- Tell parents.
- Tell a friend.
- Tell their form tutor.
- Tell a teacher.
- Tell the PST
- Write it down with date and times of incident.
- Use any form of communication to tell e.g. talking, e-mail, text message and letter.

What do we want parents to do?

- Phone school or e-mail.
- Contact form tutor.
- Contact Head of House.
- Contact Director of Pupils (DoP) or Assistant Director of Pupils.
- Keep a log of incidents.
- Print off any written material that is clearly unacceptable.
- Save any texts or emails etc received as evidence.

To do nothing is to condone.

Encouragement to tell

It is important that we create an atmosphere in the school where pupils who are being bullied, or others who know about it, feel that they will be listened to, and that action taken will be swift but sensitive to their concerns. Other people should be made aware of the incident as appropriate-Designated Senior Leader for Safeguarding and/or Headteacher - this should be done on a need to know basis.

Not telling protects the bully or bullies, and gives the message that they can continue, perhaps bullying others too.

Procedural Implementation

The following steps may be taken when dealing with incidents at Archbishop Temple School:

- If bullying is suspected, the incident will be investigated initially and immediately by the form tutor who will have received a notification on Class Charts our online behaviour management system. The form tutor should be that of the pupil who has been allegedly bullied.
- If bullying is witnessed or reported a referral should be made to the form tutor of the pupil who has been allegedly bullied via Class Charts.
- If the form tutor deems it necessary, the Head of House will investigate further. If the incident is unresolved, the matter will be referred to the Director of Pupils.
- The Director of Pupils will investigate if necessary, if the matter is unresolved it will be referred to the Headteacher.
- All staff will be kept informed to ensure vigilance in all areas of school.
- Parents will be kept informed and asked to come into school as appropriate.
- Regular follow up will take place for a reasonable period of time to ensure that the bullying has completely ceased.
- The DoP for the purposes of monitoring and evaluation will be able to produce reports from Class Charts.

NB: In certain situations it may be appropriate for the HoH or DoP to deal with a bullying incident immediately without the consultation of the form tutor. In this case all relevant details will be passed on. If significant harm is a concern we will act using the systems in place for Safeguarding and the DSL may take over the case.

Action to be taken following a bullying incident.

Each case will be dealt with on an individual basis but the following support may be made available to pupils who have been bullied.

Pupils who have been bullied will be supported by:

- Members of staff
- Counsellor/School Chaplain
- School Nurse
- Peer mentors
- Or any other appropriate outside agency.
- PST

Pupils who have displayed bullying behaviour will be offered similar support to help them modify their anti-social behaviour. Continual bullying with violence happening in or out of school may well require the intervention of the police and the local community police officer will be contacted for advice.

The following sanctions can be taken as appropriate in line with the Behaviour Policy:

- Official warnings to cease offending.
- Detention lunchtime and/or after school.
- Social exclusion.
- Internal exclusion (up to 5 days).
- Fixed-term exclusion (up to 5 days).
- Governors' disciplinary hearing.
- Permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE weeks, form tutorial time, the pupil council, House assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. In addition Anti – bullying week is always marked in school, with a variety of activities and awareness raising events. We will provide consistent approaches underpinned by the Christian values of respect, tolerance, co-operation and care. This policy will be promoted to all the school community such as parents through our web site and induction meetings and to pupils through assemblies, tutorial and curriculum time. Posters and charts will be displayed in school showing help line numbers and support that is available for individual pupils. Staff will receive training related to awareness and response to incidents.

Links to Other School Policies

There are clear links to the following school policies

- Safeguarding
- Behaviour and Attendance
- SEN
- SRE
- Looked After Children
- Equalities

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. Full records of any incident will be kept in all pupil files including those of the bullied, the bullies and any witnesses.