

KIRKBURTON MIDDLE SCHOOL

Anti-Bullying Policy



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Signed	
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Aim

The aim of this anti-bullying policy is to ensure that all pupils learn in a supportive, caring and safe environment without fear of being bullied, and that staff are free from fear of bullying by pupils. 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 schools. Throughout this policy the term 'parent' is used to mean a pupil's parent, carer or guardian.

Statutory duties 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. Under the Education and Inspections Act 2006 the duties are extended to include preventing/responding to bullying that happens outside school, where it is reasonable to do so. Schools also have a duty to 'safeguard and promote the welfare of pupils' and to ensure that children and young people are safe from bullying and discrimination. The latest guidance from the Department for Education is contained within the 'Preventing and Tackling Bullying Guidance' (July 2017). Tackling and Preventing Bullying 2011 states that schools should be able to demonstrate the impact of anti-bullying policies.

Scope of this policy and links to other policies.

This policy includes:

- bullying of pupils by pupils within school
- bullying of and/or by pupils outside of school, where the school is aware of it
- bullying of staff by pupils within or outside school

Allegations about bullying of pupils by staff will be dealt with under the school's Safeguarding Policy and Procedures.

This policy has links to the following school policies and procedures:

- Behaviour for Learning Policy
- E-Safety Policy (and associated Acceptable Use policies)
- Safeguarding (child protection) Policy
- Complaints Procedure

- Confidentiality Policy

Consultation

Pupils, staff and parents are consulted on the effectiveness of the impact of this policy every two years through questionnaires and discussions with pupils and parents.

Definition

A useful definition of Anti-bullying comes from the Anti-Bullying Alliance:

Bullying is any behaviour by an individual or group that:

- is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it
- happens more than once – there will be a pattern of behaviour, not just a ‘one-off’ incident
- involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves

It can be:

- Physical, e.g. kicking, hitting, taking and damaging belongings
- Verbal, e.g. name calling, taunting, threats, remarks made that are Racist, homophobic, faith based, associated with gender, appearance , sexual orientation, physical disability or learning disability
- Relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- Cyber, e.g. texts, e-mails, picture/video clip bullying, Instant Messaging (IM)

Identifying and reporting concerns about bullying

All concerns about bullying will be taken seriously and investigated thoroughly.

Pupils who are being bullied may not report it. However, there may be changes in their 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 from school. School teaching and ancillary staff will be alert to the signs of bullying and

act promptly and firmly against it in accordance with this policy. Pupils who are bullying others also need support to help them understand and change their behaviour. Pupils who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All pupils will be encouraged to report bullying by;

- talking to a member of staff, friend or Befriender of their choice
- clicking on the Safeguarding LOGO on the school web-site to report any bullying behaviour.
- using the anti-bullying information posters displayed around school to contact local and national support agencies for advice/support

Parents will be encouraged to report concerns about bullying and to support the school in tackling it.

Responding to reports about bullying

School

The school will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it and in the first instance reported to the appropriate Pupil Achievement Leader. All senior members of staff have undertaken Restorative Practice Training.
- Where Bullying continues a clear account of the concern will be recorded and given to the Assistant Headteacher (Pastoral and Inclusion).
- The Assistant head teacher will interview everyone involved and keep detailed records using hard copy as well as CPOMs (in more serious and persistent cases). This information will be held in line with the school's data protection policy/practice
- All staff will be kept informed
- Parents and other relevant adults will be kept informed
- Where bullying occurs outside school, any other relevant schools or agencies will be informed about the concerns and any actions taken

Pupils

Pupils who have bullied will be helped using Restorative Practice techniques;

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents to help change the attitude of the pupil
- the use of specialist interventions and/or referrals to other agencies where appropriate

The following disciplinary steps can be taken:

- official warnings to cease offending
- detention
- exclusion from certain areas of school premises
- fixed-term exclusion
- permanent exclusion

Parents

- Most concerns about bullying will be resolved through discussion between home and school
- Where a pupil is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone.

Preventative measures

The school will:

- raise awareness of the nature of bullying through PSHCE lessons, class time and assemblies in an attempt to eradicate such behaviour.
- participate in national and local initiatives such as Anti-bullying Week
- seek to develop links with the wider community and support agencies (e.g PCSO, School Nurse) that will support inclusive anti- bullying education
- continue to develop the use of peer mentoring, Befrienders to support new Year 6 pupils and to organise "Open Door" to provide a safe haven for those

pupils who need help developing social skills and friendships

Promotion of this policy

The policy and methods for reporting bullying concerns will be promoted throughout the school and on the school web-site. Information packs for new pupils and staff are available and regular awareness raising activities are organised throughout the year with existing pupils and their families.

Monitoring, evaluation and review

The Assistant Headteacher has been identified as the lead on the implementation of the policy and act as the link person with the local authority.

Termly reports will be made to the governing body by the Headteacher via the Headteacher

Report to Governors regarding:

- the number of reported concerns and the pupils involved
- motivations for bullying
- actions taken and outcomes

Statistical information will be provided as required to external bodies such as Mast Academy Trust, Ofsted and the Local Authority. The school will review the policy regularly and assess its implementation and effectiveness.