| POLICY DOCUMENT | |
|---|---|
| Title | Anti Bullying |
| Adopted | School |
| Committee | Achievement & Standards |
| Approved | Yes |
| Document | Policy |
| Status | Published |

# Anti Bullying Policy

## 1. Document Rationale:

Longcroft School is committed to providing a caring, friendly and safe environment for both staff and students. To ensure full compliance with the Human Rights Act 1988, this policy will aim to identify what bullying is, why it is important to respond to bullying, the signs and symptoms of bullying, school procedures for dealing with bullying, outcomes, prevention and where victims of bullying and their parents/carers can find help.

## 2. Scope.

Longcroft School believes that "every child is unique, in characteristics, interests, abilities and needs, and every child has the ability to enjoy his or her rights without discrimination of any kind". (Thomas Hammarberg, 1997).

For the purposes of this policy, The Human Rights Act 1988 states that everyone has the right to:

- freedom from degrading treatment
- the right to respect for private and family life
- freedom of thought, conscience and religion, and freedom to express your beliefs
- freedom of expression
- the right not to be discriminated against in respect of these rights
- the right to an education

## 3. Definitions/acronyms

QA Quality Assurance
DH Deputy Headteacher
LM Link Manager
SLT Senior Leadership Team
CL Curriculum Leader
YL Year Leader
CDP Curriculum Development Plan
CPD Continuing Professional Development
SEN Special Educational Needs

## 4. Responsibilities

- All governors, teaching staff and support staff, students and parents/carers (all the school's stakeholders), should have an understanding of what bullying is.
- The stakeholders should know what the school policy is on bullying and follow it when bullying is reported
- The stakeholders should know what they should do if bullying arises
- The stakeholders must be supported if bullying is reported

## 5. What is Bullying?

Deliberate action or behaviour directed towards another person which may take many forms and can often occur over a long period of time. Bullying is the use of any action that has the intent of causing pain and distress to the victim and can be any of the following:

- Emotional – being unfriendly, excluding, tormenting, blackmail, intimidation, humiliation , incitement of others to bullying behaviour or negative peer pressure
- Physical – pushing, kicking, hitting and punching or any use of violence, stealing of money or belongings, spitting, intimidation or direct or indirect threats

- Racist or religious – racial or religious taunts, graffiti or gestures
- Homophobic, sexist, or sexual – taunts, graffiti or gestures because of or focusing on the issue of sexuality, sexual orientation, gender, non-conformity to typical gender norms
- SEN or disability – taunts, graffiti o gestures because of or focusing on the issue of SEN or disability
- Verbal – name calling, sarcasm, spreading rumours and lies, teasing e.g. about appearance, style of dress etc.
- Cyber – all areas of internet such as email and internet chat room or social networking misuse. Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera and video facilities.

## 6. <u>Why is it important to respond to bullying?</u>

No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving. The expectation is that anyone who knows that bullying is happening is expected to tell the staff. Staff are expected to respond promptly and effectively to issues of bullying which occur within the school and dealing with bullying is a collective responsibility. Responding to bullying will support all students to raise achievement and participation in safe and positive environments, meet legal safeguarding obligations, eliminate discrimination and promote inclusivity, comply with legislation and uphold the fundamental human rights of children to be free from abuse.

## 7. <u>Signs and Symptoms</u>

Students may indicate they are being bullied by displaying signs of behaviour. Adults should be aware of these possible signs and they should investigate if a child:

- Is frightened of walking to or from school
- Does not want to go on the school or public bus
- Changes their usual routine
- Is unwilling to go to school (school refusing)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Starts to stammer
- Attempts or threatens suicide or runs away
- Begins to self-harm
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to underperform at school
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually "lost"
- Has unexpected cuts or bruises
- Comes home hungry (money/lunch possibly stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Loses appetite
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems but bullying should be considered a possibility and should be investigated.

## 8. Procedure

- Report bullying incidents to staff
- All incidents reported will be recorded by staff
- In serious cases parents should be informed and will be asked to come in to school for a meeting to discuss the problem
- PD/Behaviour Policy will be followed
- If necessary and appropriate, police or other agencies will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour
- All bullying incidents will be recorded

The school's view is that parents/carers should be monitoring their child's use of the internet outside school. However, if school becomes aware of serious abuse of a student or a member of staff on the internet, the school may take disciplinary action against the student and contact parents/carers of this action, even if the offence occurred outside school. The police and CEOP (Child exploitation and Online Protection Centre) may be involved if the cyber abuse is a civil matter and the victim decides to press charges.

## 9. Outcomes

- The bully (bullies) may be asked to apologise. Other consequences may take place.
- In serious cases or for persistent defiance of this policy, exclusion may be considered
- If possible, the students will be reconciled
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

## 10. Prevention

Longcroft School will use a number of strategies to prevent bullying including addressing the issue through PSHE lessons, assemblies, individual advice and guidance, as well as appropriate sanctions, informing the local authority as required (racist/religious/Homophobic) and logging incidents as they happen and following up incidents to ensure repeated bullying is not taking place. Student will support other students through the tutor programme, restorative work and co-operative learning in the classroom.

**Help**
www.bullying.co.uk                 CEOP - 0870 000 3344
www.kidscape.org.uk
www.childline.org.uk
East Riding Safeguarding Team

## 11. Performance Review

The policy, and its effectiveness, will be the responsibility of the DH QA, SLT, JGO, LM, CL's and YL's. The DH QA will examine available reports, data and procedures to ensure policies are implemented accordingly. Periodic items will appear under a standing item on the SLT agenda's to discuss specific Attendance issues and confirm the effectiveness of all policies. Where there are shortfalls these will be discussed with the relevant manager until resolved.

**This policy will be reviewed by SLT - June 2018.**

## 11. References

N/A

## 12. Appendices

N/A

13. **Training**

All staff involved in welfare and behaviour will be reminded of the procedures for recording and reporting bullying issues at the beginning of the academic year. New staff will also be provided with relevant information and guidance during training day.