



Anti-Bullying Policy

Approved by The Local Governing Body on: 28 September 2017

Next review date: September 2022



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. Pupils must be encouraged to report all bullying.

Bullying is defined as deliberately hurtful behaviour, usually repeated over a period of time. The main types of bullying are:

- physical - hitting, kicking, pushing, taking and damaging belongings
- verbal - name calling, taunting, making offensive comments, including racist, sexist, homophobic or related to disability, making threats. This could be in spoken or written form.
- relational - spreading rumours, excluding people from groups, deliberately ignoring
- cyber bullying - using technology such as mobile phones or the internet. This includes bullying through such media as social-networking, text-messages, phone-calls, picture/video-clips, email, chat rooms, instant messaging and websites.

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

Schools' teaching and support 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.

Implementation

At Uffculme School all adults have a responsibility to model positive and supportive behaviour in their dealings with pupils, and with one another, so that pupils have the confidence to pass on information. This ethos is stressed in our induction activities and regularly revisited in assembly and through personal development sessions. Pupils are reminded of their part in sustaining the qualities of community life that allow pupils to learn without fear of bullying.

There are important opportunities in many curriculum areas to raise issues of bullying and allow for contextual tutoring to take place. Staff will be alert to the opportunities and be aware of the need to monitor the responses from pupils and act on any information that they receive.

At Uffculme School we are aware that it is the quality of relationships within a school community that allow issues to be resolved effectively. Consistency and continuity are very important, as is the support of parents and the wider community in upholding the values of the school.

The school website, portal and pupil planner provide information for pupils about what to do if they feel bullied. Pupils are advised to tell someone directly or to use the "Report it" facility on the school portal: this will then be referred confidentially to a member of staff, who will arrange to see the pupil to discuss the problem. Parents and carers are also encouraged to contact the school about bullying and are reassured that the matter will be dealt with in a discreet, sensitive and appropriate way.

Pupils are encouraged to report bullying on behalf of others if necessary and to realise that it is never acceptable to be a bystander if bullying is taking place. The "Report it" facility may also be used for this purpose. Useful contact phone numbers and website addresses are given in the planner and on the portal and school website. In most instances it is best to contact the pupil secretary, who will direct the concern to the most appropriate member of staff.

The following steps may be taken when dealing with incidents:

The school:

- If bullying is suspected or reported, the incident will be dealt with immediately by a member of staff
- A clear account of the incident will be recorded and given to the head of year
- An appropriate member of staff will interview those concerned and will record the incident
- Parents will be kept informed
- Sanctions will be used as appropriate
- Referral may be made to partner agencies should this be necessary

Pupils:

Pupils who have been bullied will be supported by:

- offering an opportunity to discuss the experience with a member of staff to reassure the pupil
- offering ongoing support with an appropriate adult for an agreed period
- taking steps to restore self-esteem and confidence to allow the pupil to regain control of their social situation
- if appropriate involving them in a restorative conversation
- in some cases making a referral to an external agency

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
- informing parents or guardians to help change the bullying behaviour of the pupil
- monitoring the pupil's progress and future behaviour
- if appropriate involving them in a restorative conversation
- in some cases making a referral to an external agency

The following disciplinary steps can be taken:

- letter home and record on pupil's file
- official warnings to cease offending
- detention
- behaviour report
- supervision of pupils in, or exclusion from, certain areas of school premises
- internal exclusion
- fixed-term external exclusion
- permanent exclusion

As well as using its own sanctions, the school will co-operate fully should a case of bullying be referred to the police.

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 and with partners in the community.