



A WHOLE SCHOOL ANTI-BULLYING POLICY

Chair of Governors: Alison Edwards
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ANTI - BULLYING POLICY

1. INTRODUCTION

- 1.1 This policy outlines the purpose, nature and management of Anti-bullying at Crownbridge School.
- 1.2 This school policy reflects the consensus of opinion of all the teaching staff and has the agreement of the Governing Body. The policy was approved at the January 2013 meeting of the Governing Body.
- 1.3 The implementation of this policy is the responsibility of all teaching and non-teaching staff.

2. THE NATURE OF THE ANTI-BULLYING POLICY

- 2.1 We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that *anyone* who knows that bullying is happening is expected to tell the appropriate staff.

2.2 WHAT IS BULLYING?

Bullying may be defined as:-

“Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying results in pain and distress to the victim. It can be:-

- Emotional Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical Pushing, kicking, hitting, punching or any use of violence
- Racist/
Religious Racial taunts, graffiti, gestures
- Sexual Unwanted physical contact or sexually abusive comments
- Homophobic Because of, or focussing on the issue of sexuality
- Verbal Name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls, mis-use of associated technology , i.e. camera & video facilities
- Disability Name calling, physical harm, exclusion, withdrawing support.

3. WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Bullying hurts. Staff at Crownbridge believe that no one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Those who are bullying need to learn different ways of behaving. At Crownbridge we respond promptly and effectively to issues of bullying.

4. OBJECTIVES OF THIS POLICY

- To inform all governors, teaching and non-teaching staff, pupils and parents of what bullying is.
- All governors and teaching and non-teaching staff to follow the school policy regarding bullying, and follow it up so it is acted upon when bullying is reported.
- All pupils and parents will have access to the school policy.
- Give information to know how to report concerns if bullying arises.
- To reinforce Crownbridge take bullying seriously. Pupils and parents can be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated. Investigations into bullying incidents will be thorough and involve both the bully and the bullied.
- To confirm that ways of reporting bullying are clearly established for both staff and pupils.

5. STRATEGIES FOR THE ORGANISATION

5.1 Procedures

- Report bullying incidents to staff.
- In cases of serious bullying, the incidents will be recorded by staff.
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, police 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.

5.2 Prevention

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules.
- signing a behaviour contract where considered appropriate.
- writing stories or poems or drawing pictures about bullying.
- reading stories about bullying or having them read to a class or assembly.
- making up role-plays (or using KIDSCAPE role-plays).
- having discussions about bullying and why it matters.

5.3 Keeping Records

- Investigate all incidents thoroughly
- Ensure that bullies and victims are interviewed separately
- Obtain witness information
- Keep a written record of the incident, investigation and outcomes
- Inform staff about the incident

6. PARENTS, CHILDREN AND STAFF

6.1 Parents will be made aware of the school complaints procedure and be assured that should they make a complaint through this procedure the matter will be taken seriously and dealt with accordingly.

6.2 Pupils are encouraged to talk about their concerns and know that the information they are giving will be acted upon.

- Crownbridge review general and specific staff induction and continuing professional development whilst identifying how to ensure staff training reflects the anti-bullying policy and practice of the school.
- School takes an active approach to promoting good behaviour, respect for others and tackle all forms of bullying.

7. IMPLEMENTING THIS POLICY

7.1 All staff are responsible for implementing this policy.

- Staff, pupil and parent complaints will be recorded and investigate thoroughly by the Safeguarding officer or Head Teacher (and where appropriate by the LEA) .
- Subject Managers will monitor the appropriateness of curricular resources to promote positive relationships and report any inappropriate use or lack of resources.
- Staff training needs will be identified through the Professional Developmental Co- coordinator and appropriate training provided.

7.2 The policy and actions taken in regard to it, will be regularly monitored and reviewed annually. Monitoring will take place by members of the Senior Management Team and reported to the Governing Body.