



Cleeve
Park
School

Anti-bullying Policy September 2020

To be reviewed September 2021

Vision

The aim of this policy is to ensure that all students learn in a supportive, caring and safe environment without fear of being bullied.

Statutory Statement

The Executive Head Teacher and Head of School have a legal duty under the Education and Inspections Act 2006 to ensure that there are measures in the school to encourage good behaviour and to prevent all forms of bullying amongst students. The Equality Act 2010 includes a public sector Equality Duty (April 2011) which covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and the DFE Department for Education Advice: Preventing and Tackling Bullying, Advice for School Leaders, Staff and Governing Bodies: Preventing and Tackling Bullying. (See appendix 3)

Statement of intent

Bullying is not tolerated at Cleeve Park School.

Rationale

This policy is put in place to deal with bullying. The policy is to make clear – to parents, students and staff - that when incidents do occur they are dealt with quickly. The school has a positive and caring ethos, which values all members of the school's multi-cultural and diverse community, and where anti-social and bullying behaviours are not accepted or tolerated. This policy outlines what the school will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community.

Objectives and Outcomes

- To give a clear message to students, teachers, parents/carers and the community that bullying is unacceptable and will not be tolerated.
- There is a common acceptance and understanding of the definition of bullying (see appendix 1)
- That there is a standard operational procedure when dealing with bullying (see appendix 2)
- Awareness is raised on how to prevent bullying through PSHE, assemblies and the curriculum, as well as outside agencies.
- All members of the Cleeve Park community to take responsibility for stopping and preventing bullying.
- Cleeve Park School create a climate where students are able to report bullying and offer them comfort and support.
- Students feel safe to learn and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders.
- Disciplinary measures are applied in line with the school's Behaviour policy where appropriate; this may include bullying outside of school.
- To develop strategies to deal with incidents of bullying.
- Students who are bullied are supported using a range of strategies.
- Help is given to students that have been bullying others, to change and make amends for their behaviour.

Students who are being bullied

Students and parents/carers should be encouraged at all times to report incidents of bullying. They should be reassured that it can be dealt with. Students can approach their form tutor, Progress Leader and Pastoral Leader, Teacher or anyone else at the school they feel comfortable talking to. Additionally, they can report any incidents through the 'TELL IT' school email address which goes to members of the pastoral team and SLT. (tellit@cleevepark-tkat.org)

Parents/carers should contact either the student's form tutor or Progress Leader/Assistant Progress Leader. Staff at Cleeve Park School will offer a proactive, sympathetic response to students who are victim of bullying.

Responsibility of the School

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff.
- If a student emails into the 'TELL IT' email address, they should receive a response within 2 working days
- A clear account of the incident will be recorded and the allegation will be investigated.
- If the incident is cyber bullying then messages to be kept as evidence
- Parents/carers of all students involved to be kept informed.
- All incidents of bullying to be recorded and monitored by allocated Support Officers.
- Details of bullying incidents to be logged and records kept by the Anti-Bullying Coordinator with regular reports given to the Deputy Head Teacher with responsibility for behaviour.

Dealing with bullying

See Appendix 2 – Standard Operational Procedures

Prevention

All staff at Cleeve Park School are aware of the issue of bullying and the need to apply the school's policy when incidents of bullying are witnessed or reported. Staff are expected to reinforce the message that bullying is unacceptable and will take positive action to prevent it happening. Staff will reinforce the message that Cleeve Park School is 'a telling school' and that it is expected that students will tell a member of staff if they see or are affected by bullying behaviour.

The school will raise awareness of the nature of bullying in an attempt to eradicate such behaviour through the use of;

- Assemblies
- Personal, Social & Health Education
- Tutor time
- Workshops and consultation days
- Activities during Anti Bullying Week
- External Agencies
- The school's IT policy being adhered to
- Searches of student's internet use records/ mobile phone records, when applicable. (Education Act 2011 see appendix 3)

This policy has been assessed with regard to disability, gender, race and safeguarding.

Success Criteria

- The school will review this policy annually and assess its implementation and effectiveness.
- The policy will be promoted and implemented throughout the school and links to other policies.

Appendix 1

Bullying is: behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying is an abuse of power that results in distress and pain to the victim. It is agreed that bullying can take many forms:

Emotional	Being unfriendly, excluding and tormenting (e.g. hiding books, threatening gestures).
Physical	Pushing, kicking, hitting, punching or any use of violence.
Verbal	Name-calling, sarcasm, spreading rumours and teasing.
Racist	Racial taunts, graffiti and gestures.
Sexual	Unwanted physical contact or sexually abusive comments.
Homophobic/LGBTQ	Teasing people for being LGBTQ or for being perceived as LGBTQ. Calling them anti-LGBTQ names, even in jest. Spreading rumours about people's sexual orientation for the purpose of making fun of them. Hitting, intimidating and isolating people who are believed to be LGBTQ.
Cyber	Sending malicious letters, e-mails, text messages and e-mailing photographs. Taking photographs or videos of students without their consent. Posting malicious or hurtful comments or information on Social networking sites, e.g., FaceBook, MySpace, Twitter etc.
Faith based	Bullying because of religious faith.
Disablist	Bullying because of a disability.
Gender	Bullying because of a person's sex.
Wealth	Bullying someone because of their financial situation – poor or rich.
Ageism	Bullying someone because of their age – too young or too old.

(This list is not exhaustive)

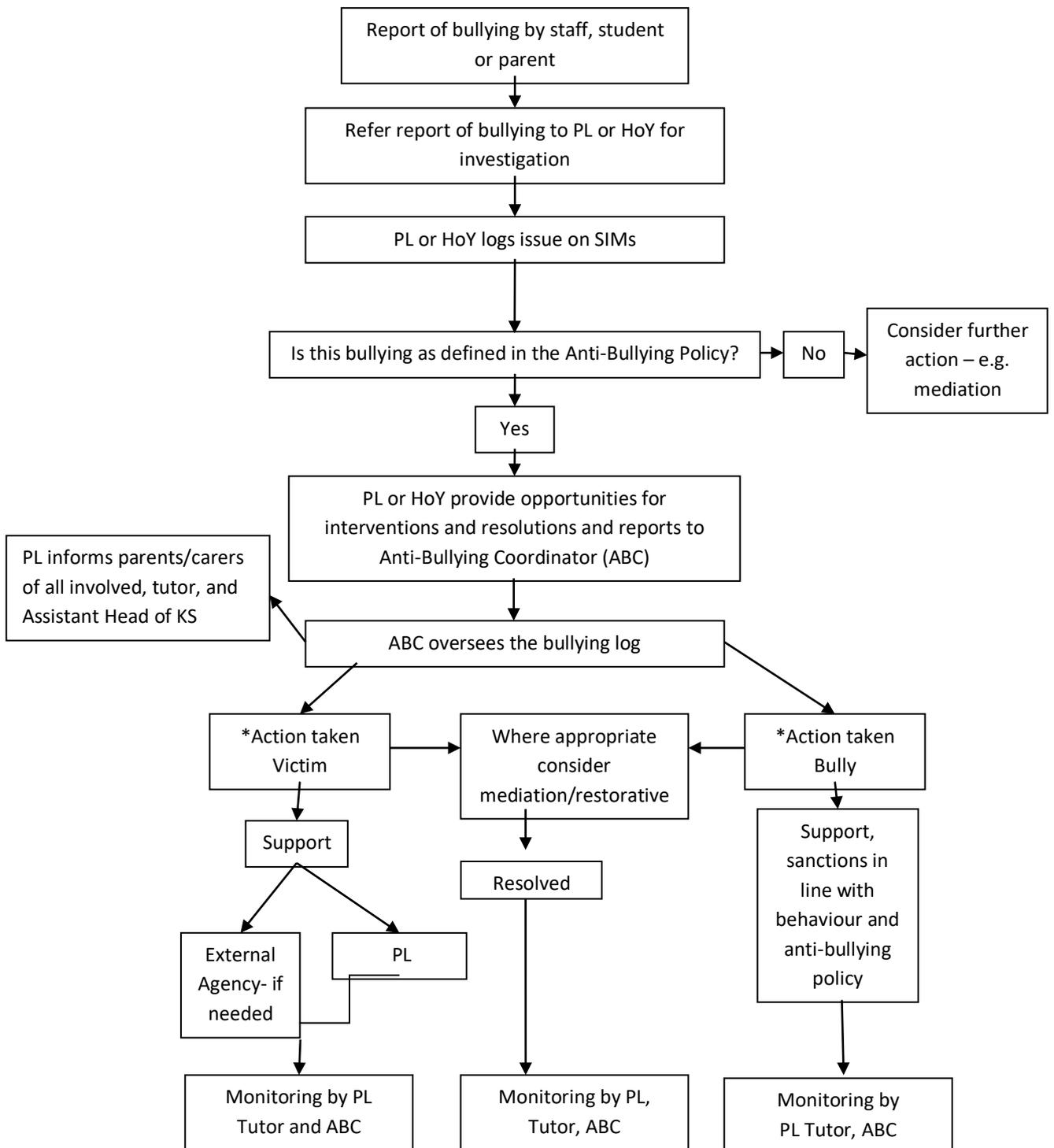
Bullying is NOT when young people of similar age and size find themselves in conflict. Examples of this could include:

- disagreeing
- friendship issues
- name calling between two friends
- play fighting
- having an argument or even fighting, without imbalance of power or use of intimidation

The experience of conflict or disagreement is upsetting for those involved but it is not bullying. However unresolved disagreements can escalate when a person retaliates by constantly picking on another. A pattern of bullying can emerge if conflict is not dealt with at an early stage.

Students and parents/ carers are encouraged to report all incidents and to keep evidence where possible such as keeping written records Bullying on social networking sites can also become a matter for the police.

ANTI-BULLYING POLICY – STANDARD OPERATING PROCEDURE



*Head of Year = HoY/ Pastoral Leader = PL

PL must inform Assistant Head of KS

*PL must inform parent/carers of the actions taken and must ensure that there is good communication with parents at all times

Appendix 3

Legal Framework

This policy has been produced using “Preventing and tackling bullying, Advice for head teachers, staff and governing bodies “

Preventing and tackling bullying Advice for head teachers, staff and governing bodies- DfE-Bullying outside school premises.

Teachers have the power to discipline pupils for misbehaving outside the school premises “to such an extent as is reasonable”. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

The Education and Inspections Act 2006

Section 89 states: Every school must have measures to encourage good behaviour and prevent all forms of bullying amongst students. These measures should be part of the school’s behaviour policy which must be communicated to all students, school staff and parents.

Head teachers have the ability to discipline students for poor behaviour that occurs even when the student is not on school premises or under the lawful control of school staff.

The Equality Act 2010

This replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty (April 2011). It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has 3 aims. It requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it: and
- Foster good relations between people who share a protected characteristic and people who do not share it.

Schools are required to comply with the new Equality Duty.

Education Act 2011

The wider search powers included in this Act give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.