Title	**Anti-bullying and the Prevention of Bullying Policy**
Year	2017/2018
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Anti-Bullying and the Prevention of Bullying Policy

Objectives of this Policy
The Anti-bullying and Prevention of Bullying Policy outlines what our school will do to prevent and tackle bullying. We take any incident of bullying very seriously and record all incidents. This policy will be disseminated to the whole school community and reviewed regularly as the school grows.

Our school community:
- Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- Is aware of the potentially serious actions that can follow bullying. These include psychological damage as well as self-harm and in extreme cases suicide.
- Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that learners are aware that all bullying concerns will be dealt with sensitively and effectively; that learners feel safe to learn; and that learners abide by the anti-bullying policy.
- Report back to parents/guardians regarding their concerns on bullying and deals promptly with complaints. Parents/ guardians/carers in turn work with the school to uphold the anti-bullying policy
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from other relevant organisations when appropriate.

Aims
We are committed to providing a caring, friendly and safe environment for all of our learners so they can learn in a positive and secure atmosphere. Bullying of any kind is unacceptable at our school. We recognise that bullying can be very harmful and all incidents are treated very seriously. If bullying does occur, all learners should be able to report it and know that incidents will be dealt with promptly and effectively. All members of the school community should understand:

- the definition of bullying and that it will not be tolerated in our school;
- the school policy on bullying and know how to follow it when bullying is reported;
- that support will be given when bullying is reported;
- that through monitoring, reviewing and training, the school aims to develop a positive atmosphere where learners feel confident to tell if they are being bullied and that bullies can change.

Definition of bullying
Bullying is: "*Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally*".

STOP - Several Times On Purpose

Bullying can include: name calling, taunting, mocking, making offensive comments,; kicking; hitting; taking belongings; inappropriate text messaging and messaging apps; sending offensive or degrading images by phone or online; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Forms of Bullying and harassment covered by this Policy:
Bullying can happen to anyone. This policy covers all types of bullying including:
- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation and gender/transgender concepts
- Bullying related to family type
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying

Definition of Cyber Bullying
"Cyber Bullying is an aggressive, intentional act carried out by a group or individual, using electronic forms of contact, repeatedly over time against a victim who cannot easily defend him or herself." *(Report to the ABA by Goldsmiths College)*
- Bullying via websites
- Text message bullying
- Picture/video-clip bullying via mobile phone cameras

- Phone call bullying via mobile phone
- Email bullying
- Chat room bullying
- Instant messaging

Setting & Promoting E-Safety
Bullying can occur in and out of school and therefore parents and the school need to work together. A contract is to be completed by each student when given access to the school's internet and every parent agreeing to safe and responsible internet use at school to highlight the responsible use of the internet and promote the school's anti cyber bullying message (see E-Safety Policy).

Preventing, identifying and responding to bullying
We will:
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop learners' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through whole school activities.
- Train all staff including lunchtime staff, teaching assistants and non-teaching staff to identify bullying and follow school policy and procedures on bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Regularly canvas children and young people's views on the extent and nature of bullying
- Ensure students know how to express worries and anxieties about bullying
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve students in anti-bullying campaigns in school
- Publicise the details of helplines and websites.
- Offer support to students who have been bullied.
- Work with students who have been bullying in order to address the problems they have.
- Where appropriate apply an appropriate sanction to the bully.

Links with other school policies and practices
This Policy links with a number of other school policies, practices and action plans including:
- Complaints Policy
- Behaviour Policy
- The teaching of Citizenship and PSHE.

Responsibilities
All staff have a responsibility for:
- Monitoring learners in their care by being observant and asking learners what is happening to them.
- Liaising with other staff, and the Designated Safeguarding Lead.
- Knowing the school policy and in accordance with school procedures, implement it when dealing with incidents.
- Taking part in anti-bullying measures and contributing to strategy and solutions.
- Reporting **all** incidents.
- Involving learners in creating positive strategies through PHSE, the school council and class routines.

Further Responsibilities:
- The Senior staff take a lead role in monitoring and reviewing this policy.
- The Principal will promote with staff the policy to our community.

All Learners will if they are being bullied or are aware of others being bullied;

STOP - Start Telling Other People

Procedures
We have a clear procedure so learners know who to tell and teachers know how to record incidents including so that patterns can be observed.
- Report bullying incidents to staff.
- In cases of serious bullying staff will record the incident.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.

- Support will be offered to the pupil being bullied.
- In ***serious cases*** parents will be informed and will be asked to come to a meeting to discuss the problem.
- Application of an appropriate sanction.
- An attempt will be made to help the bully (bullies) change their behaviour.
- Staff working with learners who have been bullied must always offer reassurance.
- Learners who have been bullied will be given support determined by the Assistant Principal, pastoral lead or Form Tutor in consultation with the pupil.
- Parents of learners who are being bullied and parents of the bully may be involved in designing and providing the solution.
- We will endeavour to change the attitude and behaviour of the bully (bullies) in line with the positive procedures identified with the strategies.
- Any of the school's formal sanctions punishments can be used as appropriate.
- If necessary and appropriate, police will be consulted.

Outcomes

- The bully (bullies) may be asked to genuinely apologise.
- Sanctions may be applied in accordance with our behaviour policy.
- Specific Behaviour contracts can be issued and signed by the learners.
- In serious cases, suspension or even exclusion will be considered.
- If possible, the learners 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.

Review

We will seek to review this policy at least once every two years as well as if incidents occur that suggest the need for review. The school will continue to use guidance from DfE and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

This policy and plan is to be read in conjunction with the Safeguarding and Promoting Welfare Policy, the Safer Recruitment Policy and the Special Educational Needs and Disabilities Policy

Appendix 1 - Support Services

Free advice and counselling service for learners 12 and above;

The Lowdown
3 Kingswell Street (off Gold St)
Northampton
NN1 1PP
Open Monday to Saturday
call - 01604 622223
email - info@thelowdown.info

Opening times
MONDAY **12-3pm then 4-7pm**
TUESDAY **4-7pm**
WEDNESDAY **12-3pm then 4-7pm**
THURSDAY **4-7pm**
FRIDAY **4-7pm**
SATURDAY **10am-4pm**

Learners and parents can contact the following organisations for information and support:

- **Anti-Bullying Campaign**
  Helpline: 020 7378 1446 (9.30am – 5.30pm)
  This organisation produces leaflets and information for parents.

- **Childline**
  Freepost 1111
  LONDON
  N1 0BR
  Freephone: 0800 1111
  www.childline.org.uk
  A 24-hour helpline for children and young people who wish to discuss their problems. They also welcome calls from young people who are engaged in bullying type behaviour.

- **Kidscape**
  2 Grosvenor Gardens
  London
  SW1W 0DH
  Helpline for Parents: 0171 730 3300 (10.00am – 4.00pm Monday – Friday)
  www.kidscape.org.uk

  They provide free leaflets and booklets for parents and teenagers about bullying.

- **National Child Protection Line**
  Freephone: 0800 800 500
  A 24-hour helpline for anyone concerned about a child at risk of abuse (including bullying). A child may also use this helpline.

- **National Society for the Prevention of Cruelty to Children (NSPCC)**
  Helpline: 0808 800 50000
  www.nspcc.org.uk

- **British Association of Counselling**
  1 Regent Place
  RUGBY
  Warwickshire
  CV21 2PJ

  Telephone: 01788 578328

  Members of BAC have experience of a wide range of counselling. Write enclosing a SAE for a list of counsellors in your area.