

Nailsea School

# Anti-Bullying Policy

Headteacher Mrs D. Elliott



## **Anti-Bullying Policy**

### **1. Rationale**

- 1.1. It is the right of all individuals in Nailsea School to feel safe and secure without fear of bullying or intimidation.
- 1.2. Bullying takes place in all schools and institutions and it is therefore essential to recognise it when it happens and deal with it appropriately.

### **2. Purpose**

- 2.1. To define what is meant by bullying.
- 2.2. To describe how bullying should be recognised, reported and the procedures for investigating and dealing with reported bullying.
- 2.3. To provide signposts to documents that will assist in dealing with different forms of bullying and suggest some appropriate methods to assist the victim and the bully.

### **3. Guidelines**

- 3.1. Bullying may be by a student to student, staff to student, student to staff or staff to staff. In all cases it is wrong, and the school institution will expect that it should be reported either by the victim or anyone who observes/suspects the bullying.
- 3.2. If a person perceives that they are being bullied then it must be dealt with as a case of bullying.
- 3.3. Bullying is 'behaviour by an individual or a group repeated over time that intentionally hurts another individual either physically or emotionally'. (DFE 'Preventing and Tackling Bullying, 2017) This may be verbal, physical or relational, cyber, sexual or prejudicial (descriptions are at appendix A). It may be exclusion from a group or a conversation or intimidation to behave in a manner that the victim does not wish to behave in. Bullying via internet websites, email, instant messaging or texts are becoming increasingly prevalent. In all cases it is the subjection of an individual or group to a sustained campaign of behaviours that reduce their self-esteem and/or make them feel threatened.
- 3.4. Bullying is not teasing/banter between friends without intention to cause hurt; falling out between friends after a quarrel or disagreement or behaviour that all parties have consented to and enjoy.
- 3.5. Bullying may be carried out by an individual or a group on individuals or groups within the school.
- 3.6. Victims of bullying are often reluctant to tell others because of concern that it will increase the bullying. The admission that they are being bullied may exacerbate the feeling of low self-esteem. Staff should look for signs that may indicate a problem including:
  - 3.5.1 Change of mood/ reduced participation in class
  - 3.5.2 Reluctance to leave the classroom at break or end of session
  - 3.5.3 Truancy or absenteeism
- 3.7. If a case of bullying is reported to a member of staff they must:

Either investigate the allegation or report the allegation to an appropriate member of staff – e.g. the child's tutor, House Head, within 1 working day.
- 3.8. Actions must be carried out sensitively to avoid exacerbating bullying while investigations are carried out.

- 3.9. Where the allegation is found to be supported the incidents must be dealt with and the perpetrator warned of the consequences of persistent bullying – which may include permanent exclusion.
- 3.9.1 Incidents of bullying that involve racial, cultural, religious, disability or sexual orientation abuse [hate incidents] must be recorded as such and reported to the Headteacher.
- 3.10 Appropriate methods of dealing with bullying may include:
  - 3.10.1 Restorative justice meetings;
  - 3.10.2 Contacting parents/ carers of the victim/ perpetrators;
  - 3.10.3 Sanctions including detentions, internal suspensions or external exclusions in accordance with the school behaviour policy.
- 3.11 Where the perpetrator of bullying has a disability that is relevant to the bullying incident this will be taken into account when dealing with the incident and deciding appropriate strategies and or sanctions.
- 3.12 The school attempts to prevent/reduce the incidence of bullying through:
  - 3.12.1 education about relationships provided through the tutor programme and ABSolute sessions in school;
  - 3.12.2 creating a positive ethos through the curriculum, sport and the tutorial & assembly programme;
  - 3.12.3 making mutual respect a key element of the values of the school which is positively promoted through staff relationships with students;
  - 3.12.4 the promotion of positive relationships through the vertical tutoring system;
  - 3.12.5 the use of a tiered structure of staff support (Appendix B);
  - 3.12.6 through an email link on the school's website

#### **4 Recording**

- 4.12 All incidents of bullying will be recorded on the school information system (SIMS) and reviewed regularly by the Assistant Head teacher, Assistant Heads of House, Heads of House and Headteacher
- 4.13 Reports will be produced to give regular data on specific types of bullying so that issues can be addressed appropriately.
- 4.14 All staff will be trained in safeguarding and on how to deal with incidents of bullying reported to them.

#### **5 Review**

- 5.1 This policy will be reviewed at yearly intervals. The Chair of Education committee and Headteacher are responsible for the review, which will take place in January each year.

#### **6 Related Documents**

- 6.12 The School Standards and Framework Act 1998: Sections 61 (behaviour and anti-bullying policy), 92 (publication of information about admissions), 110 and 111 (home-school agreements)
- 6.13 Behaviour and Rewards policy
- 6.14 Guidance on exclusions for schools (DfE guidance)

- 6.15 Hate incidents procedures
- 6.16 Equal opportunities policy
- 6.17 Attendance and Punctuality Policy