

Anti-Bullying Policy



Adopted by Governors:

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1. Statement of Intent:

Bilton School has and will maintain a zero tolerance approach to Bullying.

Bilton School operates a 'No Put Down Zone' philosophy creating an ethos where everyone should feel safe from criticism. Effort and progress should be celebrated and staff vigilant on negativity (e.g. Swot, Geek, Boffin). Mistakes are part of the learning process and students should never be ridiculed in our supportive learning environment.

We also operate a 'No hands On' policy so that students do not physically engage with one another in anyway, rather they learn to talk and communicate as young adults.



2. Aim:

The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied, and that staff are free from fear of bullying by students. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at school

3. Objectives:

- Make sure that all students and adults mean the same thing when they are talking about bullying
- Help students to understand how bullying feels for the person being bullied and create a supportive climate where bullying is not tolerated
- Make sure that all students feel able to tell an adult when they know that bullying is going on
- Make sure that students know exactly what they need to do if they are being bullied, and to feel confident that something will be done to stop it.
- Help students enjoy, celebrate and respect the ways in which we are all different and to feel good about themselves

4. Definition of Bullying:

This school has chosen to adopt Warwickshire Anti-bullying Partnership's definition:

“When a person's or group of people's behaviour, over a period of time, leaves someone feeling one or more of the following:

- Physically and/or mentally hurt or worried
- Unsafe and/or frightened
- Unable to do well and achieve
- 'Badly different', alone, unimportant and/or unvalued
- Unable to see a happy and exciting future.”

It **could** be bullying. When a person, or group of people, has been made aware of the effects of their behaviour on another person, and they continue to behave in the same manner, this **is** bullying. If someone is made to feel like this, or if they think someone they know feels like this, it should be investigated. This should happen straight away as it can take a long time to build up the courage to tell. However, lots of things can make people feel bad, sometimes it depends on the situation we are in, and it is not always bullying – so we think the following definition, adapted from one written by the Anti-bullying Alliance, is also useful:

Bullying is any behaviour by an individual or group that:

- is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it
- happens more than once – there will be a pattern of behaviour, not just a ‘one-off’ incident
- involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves

It can be:

- Physical, e.g. kicking, hitting, taking and damaging belongings
- Verbal, e.g. name calling, taunting, threats, offensive remarks
- Relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- Racial e.g. using colour or religious differences
- Homophobic e.g. making fun of someone’s sexuality
- Cyber, e.g. texts, e-mails, picture/video clip bullying, Instant Messaging

5. Identifying and reporting concerns about bullying

All concerns about bullying will be taken seriously and investigated thoroughly. Students who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. School staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Students who are bullying others also need support to help them understand and change their behaviour.

Students who are aware of bullying (‘bystanders’) can be a powerful force in helping to address it and will be encouraged to do so in a safe way. Assemblies, lessons, posters, and Anti-Bullying Week activities will focus on the responsibility of bystanders to report bullying and certainly not act as ‘reinforcers’.

Why witnesses don’t tell:

1. They worry that they will become targets themselves
2. It is not cool to be seen as a ‘grass/snake’
3. It is hard to go against a crowd

All students will be encouraged to report bullying by:

- Reassurance that their report will be kept confidential
- Highlighting the dangers of bullying

Reporting methods:

- Talking to a member of staff of their choice (particularly Tutor, Pastoral Leader, Assistant Headteacher).
- Report bullying online by using the anti-bullying icon on the Student area of the school website. 'Here to Help' student reporting system on www.biltonschool.co.uk is under the Student section. If students wish to report a bullying incident then filling out the online form will notify their Pastoral Leader and Assistant Headteacher immediately.
- Contacting local and national support agencies for advice/support

6. Responding to reports about bullying

The school will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it
- A clear account of the concern will be recorded and given to the Pastoral Leader
- The Pastoral Leader will interview everyone involved and keep a detailed record and enter the incident on the Bullying Spreadsheet
- Form tutors will be kept informed and if it persists the form tutor will advise the appropriate subject teachers
- As this is such an emotive and dangerous subject, parents and other relevant adults will be kept informed. All communication with home should be recorded. Where the child appears to have been the victim of bullying, it is suggested that a face to face meeting is set up, to consider the case and actions recorded.
- Where bullying occurs outside school, any other relevant schools or agencies (e.g. youth clubs, transport providers, PCSOs) will be informed about the concerns and any actions taken.
- Sanctions will be used as appropriate and in consultation with all parties involved.

Students who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff
- providing reassurance that the bullying will be addressed
- offering continuous support
- providing them with a notebook to record any future incidents and check with them regularly
- restoring self-esteem and confidence
- developing anti bullying techniques
- the use of specialist interventions and/or referrals to other agencies e.g. Mental Health Nurse

Students who have bullied will be helped by:

- discussing what happened
- discovering why they became involved
- establishing the wrong doing and the need to change
- looking at the dangers/consequences of bullying
- informing parents to help change the attitude of the student
- the use of specialist interventions and/or referrals to other agencies where appropriate

The following disciplinary steps can be taken:

- official warnings to cease offending
- detention
- exclusion from certain areas of school premises
- loss of social time
- internal exclusion
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Parents

- As mentioned earlier, bullying is very emotive and it is therefore vital that parents feel listened to and that action points are carefully recorded and their implementation passed on.
- Most concerns about bullying will be resolved through discussions between home and School, however, where a parent feels their concerns have not been resolved, they are encouraged to use the Formal Complaints Procedure.
- Where a student is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone.
- Referral of the family to external support agencies will be made where appropriate

7. Preventative measures

The school will:

- Raise awareness of the nature of bullying through inclusion in Character and Culture, ICT, tutorial time, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour.
- By developing a common language of power phrases: "I don't like it please stop" or "I don't know why you are doing this, but I would like it to stop. Please leave me alone now", this is a 'no hands on school'
- Participate in national and local initiatives such as Anti-Bullying Week and the work of Warwickshire's Anti-Bullying Partnership.
- Ensure close communication with our primary schools to identify potentially vulnerable students and bullies. Share effective strategies.
- Seek to develop links with the wider community that will support inclusive anti-bullying education
- Consider the use of specific strategies, for example peer mentoring, on a regular basis and implement them if appropriate, subject to available resources.
- Ensure that social times are well staffed and that age related social areas are available.
- Provide 'safe' area for vulnerable students such Refocus and Bilton Boost

8. Bullying Spreadsheet

- Pastoral Leaders will maintain the Bullying Spreadsheets and discuss these half termly with their Pastoral Assistant Headteacher, to ensure effective measures have been taken for individual cases and to look for patterns emerging within the statistics concerning vulnerable groups or particular types of bullying.