

IES BRECKLAND

ANTI- BULLYING POLICY

Approved by the Governing Body, Chair of Governors:



September 2015

1. Context

Bullying is a complex issue, which we address in school. We seek to foster mutual respect and create a safe, caring community, where members feel free to voice their concerns.

2. Definition

We define bullying as:

'aggressive or insulting behaviour that is deliberate, repeated over a period of time, that has the intention of causing distress or harm or to humiliate.'

Another feature of bullying is that it is often difficult for those being bullied to defend themselves.

Main types of bullying

There are 3 main types of bullying

1. Physical bullying; pushing, hitting, taking or abusing personal belongings, using threatening gestures
2. Verbal bullying: name-calling, making offensive remarks, teasing, taunting, intimidation, racist remarks, sexist remarks, homophobic remarks.
3. Indirect bullying: exclusion from social groups, spreading malicious gossip, using text and email messages or hand-written notes in a malicious way, personally offensive graffiti

- If an individual considers themselves to have been bullied, this may have a negative impact on their emotional well-being, which can perpetuate the fear of a further perceived or real incident and thus will need to be dealt with
- Bullying is an abuse of power
- Particular students and young people are more vulnerable to experiencing bullying i.e. Looked After Students i.e. students who are in foster care, Traveller Students, Students with a Disability, Students with SEN, bullying motivated by racism or homophobia

3. Aims and Ethos

At IES Breckland we believe in the following aims, ethos and equality of opportunity:

Ours aims and ethos:

- Nurturing and developing potential to the full
- Developing compassionate, thinking and concerned citizens
- All round achievement and success
- Enabling fulfilment in life after school
- Providing a foundation for lifelong learning

Our ethos is based on the following values:

Challenge, support, trust, integrity, respect, equality of opportunity, collaboration, celebration, and a 'can do' attitude.

Equality of Opportunity:

Any behaviour, which undervalues a person for reasons such as culture, ethnic origin, appearance, religion, gender, sexuality, age, ability or medical condition is unacceptable.

Recognising bullying:

All staff must be alert to the signs of bullying and act promptly in accordance with IES policy. Students who are being bullied may show changes in behaviour, such as becoming shy, nervous, withdrawn, feigning illness, taking unusual absences or clinging to adults. There may be changes in work patterns, for example poor concentration and poor performance.

4. Aims and Objectives

We aim to prevent and deal with any behaviour deemed as bullying, and to promote an ethos where bullying is regarded as unacceptable, so that a safe and secure environment is created for everyone to learn and work in.

- Raising awareness of, and defining bullying by running year group assemblies devoted to anti-bullying as well as gaining an understanding as to why some students bully
- Positive action to prevent bullying within the scheme of work for Citizenship and opportunities within other curriculum areas
- Development of a consistent response to any bullying incidents of which the school is aware
- Provision of support for all members of the school community who may be involved in a bullying situation
- Developing and supporting home, school and community partnerships
- We will raise the profile of anti-bullying by tying into the annual anti-bullying week campaign
- We will provide training for staff to help them to recognise the signs of bullying and on how to deal with bullying effectively
- We will aim to deal swiftly, sensitively and effectively with instances of bullying that occur

5. Procedures for Reporting and Responding to Bullying

When a bullying incident occurs of which we are aware, we will investigate and support.

The following core principles will apply:

- Any student who is being bullied is encouraged to tell the Learning Support Centre or someone they trust or write it down so that steps can be taken to stop the bullying as detailed below. If a parent/carer or friend is informed we ask that it is reported to the Head of the Learning Support Centre – Kathy Harris.
- The student is then involved in the discussion of the incident and a statement taken
- Records are completed for all incidents
- Regular communication takes place with parents/carers

We see bullying as a discipline issue which should be dealt with through the IES Behaviour policy. Interventions should include the opportunity for follow up, to evaluate, support and if necessary provide a further course of action and/or punishment which may include:

- A verbal reprimand and/or warning
- Break time, lunchtime or after school detention

- Individual supervision at breaks and/or lunchtimes
- Removal from a lesson to The Learning Support Centre for an internal exclusion from one, some or all lessons for a period of time

In the case of:

- Warnings
- Detentions
- Withdrawal of privileges from school trips/journeys etc.
- Internal Exclusions
- External Exclusions

Parents/carers will be routinely informed.

6. Strategies for the Prevention and Reduction of Bullying

We promote behaviour to prevent and reduce bullying by:

- The delivery of high quality teaching and the promotion of positive learning environment
- Through the taught elements in the Citizenship curriculum
- The delivery of an e-safety project to all year groups
- Co-operative group-work
- Befriending
- Peer Support
- Mediation by adults
- Whole school and whole year group activities
- Use of outside agencies e.g. EWOs, educational psychologists, voluntary organisations, Ethnic Minority Achievement Service, Police

Our key advice to staff will be

- Take the issue seriously
- Listen attentively and sensitively
- Praise the student for telling
- Hear both sides
- Offer support to the victim, including access to counseling if appropriate
- Sanction the bully in accordance with school policy
- Make clear to the bully the consequences of repeat offending
- Tell everyone who need to know (mentor, form tutor, parents etc)
- Complete the 'Record of an incident of bullying form'

Our key advice to students will be

- Stand up against bullying but do not become aggressive or violent
- Do not suffer in silence. Tell a member of staff that you are being bullied
- Be kind and offer support if you know someone who is being bullied. Tell the Learning Support Centre
- Make sure you are clear about what is bullying and what is not bullying

7. Monitoring and Evaluation

Monitoring and evaluation will occur through the collection of data:

- Surveying a sample of students, staff, parents/carers
- Using curriculum time and tutor time to focus on anti-bullying work
- Recording forms of bullying incidents by Head of Lower/Upper school and School Counsellor
- Evaluated annually by the Pastoral Team

Success indicators:

- Willingness to report incidents of bullying
- High levels of attendance
- High achievement
- Reduced bullying incidents
- Reduced fixed term and permanent exclusions for bullying
- Students perceptions that the school is prepared to take action
- Bystander action/increased sense of collective responsibility

This policy will be reviewed on an annual basis.

For further information on bullying and support visit these websites

www.childline.org.uk

www.bullying.co.uk

www.familylives.org.uk

www.kidscape.org.uk

See Appendix 1 for the Incident of Bullying Form

Appendix 1

Incident of Bullying Reporting Form

Date _____ Name of person reporting the incident _____

Person completing this form _____

Perpetrator _____

Victim _____

Mentor _____

Mentor _____

Gender _____

Gender _____

Ethnicity _____

Ethnicity _____

Type of bullying (please circle any that apply)

Physical

Verbal

Indirect

Gender

Homophobic

Racist

SEN

Brief outline of the incident (continue overleaf if necessary) _____

Actions taken (to be completed by person dealing with the incident, circle all that apply)

Name of person dealing with the incident _____

Discussion with the bully

Discussion with the victim

Discussion with both parties together

Discussion with parent

Letter to parents

Parental interview

Counselling organised

Other (details)

What sanctions have been applied _____

A copy of this form should be placed on the student file and a copy placed on the bullying file located in the Learning Support Centre