

G7 - ANTI - BULLYING POLICY

1) Objectives of this Policy

This policy outlines what St George's School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated.

2) Our school community:

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ 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 the Local Authority and other relevant organisations when appropriate

3) 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". (DfE "Preventing and Tackling Bullying", March 2014). STOP! – Several Times on Purpose

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

4) Forms of bullying 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 SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology – "cyberbullying"

5) Preventing, identifying and responding to bullying

The school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support and the school/student council.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) and pastoral staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents).
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Actively create "safe spaces" for vulnerable children and young people.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.

6) Involvement of pupils

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum. Anti Bullying Conference/Key events
- Publicise the details of help lines and websites.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

7) Liaison with parents and carers

We will:

- Make sure that key information (including policies and named points of contact) about bullying is available to parents/carers in a variety of formats.
- Ensure that all parents/carers know who to contact if they are worried about bullying.

- Ensure all parents/carers know about our complaints procedure and how to use it effectively.
- Ensure all parents/carers know where to access independent advice about bullying.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

8) Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour Policy
- Complaints Policy
- Safeguarding and Child Protection Policies
- e-Safety (Online Safety) and Acceptable Use Policies (ICT Agreement)
- Curriculum Policies such as SMSC & ICT
- Mobile phone and social media policies
- Searching and confiscation

9) Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal law. These may include:

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- The Computer Misuse Act 1990

10) Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Leaders, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by the policy.

The named Governor with lead responsibility for this policy is: Mrs J Berry

The named member of staff with lead responsibility for this policy is: Mrs A Hackney

The Lead Senior Teachers Mrs Hackney & Ms Ibbotson should be informed at the start of the process . They should be informed of the outcomes which will be reported at the 'PROFIT at weekly meeting with the Headteacher

11) Monitoring & review, policy into practice

This policy was approved by the Governing Body on:

March 2017 @Full Governors

This policy will be monitored and reviewed on:

March 2018 @Full Governors or earlier depending on information updates, events, community needs

The named Governor for bullying (Jane Berry) will report on a regular basis to the governing body on incidents of bullying and outcomes. The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the school's action planning.

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”:
<https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srrtc.org/educational

Additional Content

Dealing with Incidents

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear and precise account of the incident will be recorded and given to the head teacher and/or designated lead
- The head teacher/ designated lead will interview all concerned and will record the incident
- Teachers/Form Tutors will be kept informed
- When responding to cyberbullying concerns the school will take all available steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary. The police will need to be involved to enable the service provider to look into the data of another user.
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour and discipline policy.
- Parents/carers will be kept informed
- Sanctions will be used as appropriate and in consultation with all parties concerned
- If necessary and appropriate, the police or other local services will be consulted

Supporting Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Reassuring the pupil and providing continuous support
- Restoring self-esteem and confidence
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance

Pupils who have bullied will be helped by:

- Discussing what happened and establishing the concern and the need to change
- Informing parents/carers to help change the attitude and behaviour of the child
- Providing appropriate education and support
- If online, requesting content be removed and reporting account/content to service provider
- Sanctioning in line with school behaviour/discipline policy. This may include official warnings, detentions, removal or privileges, fixed-term and permanent exclusions.
- Speaking with police or local services

Supporting Adults

Adults (staff and parents) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designed lead and/or a senior member of staff/headteacher
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour and discipline policy
- Reassuring and offering appropriate support
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance

Adults (staff and parents) who have bullied will be helped by:

- Discussing what happened with a senior member of staff and establishing the concern
- Clarifying the schools official procedures for complaints or concerns
- If online, requesting content be removed and reporting account/content to service provider
- Instigating disciplinary, civil or legal action

The aim of this policy is to raise awareness and understanding of how we can prevent bullying and discrimination at St George's.

We believe that everyone who works, visits or attends St George's has the right to feel safe from bullying and discrimination.

We intend to:

- Make staff aware of the procedures put in place by this policy and its guidelines by email and staff briefings;
- Make staff aware of how to record incidents of bullying and discrimination through internal training;
- Make parents and visitors aware of this policy by publishing it on the school web site
- Make pupils aware of how and where they can get help with posters around school, assemblies and through SMSC work.

We will:

- Publish a charter for pupils to sign to show their agreement (published in school planner).
- Create clear guidelines for all staff on how to put this policy into practice.

We will know we have been successful when:

- Recorded incidents of bullying are reduced.
- Work with any outside agencies will show positive results.
- Pupils disclosures of bullying behaviour are reduced.

SUMMARY PROCEDURE

If Incident is alleged or witnessed or reported

Information should be passed to the designated College Mentor in the first instance, or a senior member of staff

Incident will be explored to establish the nature and seriousness of it and those involved. Students should be listened to carefully and statement(s) taken. College Mentor takes statements and passed onto AHT i/c College.

Is this a one-off incident? Check logs & records

YES

Follow the St George's Christian Ethos speak with the student(s) involved. Undertake Restorative Justice session if appropriate.

NO

Look for evidence of Bullying:

- Bullying is deliberate hurtful behaviour that has occurred more than once; STOP
- Bullying creates a sense of not feeling safe on the part of the person being bullied or discriminated against.

CHECK

Could this be a Child Protection Issue?

If it is bullying:

- College Mentor will discuss the incident with students involved.
- College Mentor will decide on appropriate action/sanctions in consultation with Head of College, Assistant Headteacher (assigned to College) Deputy Headteacher

Or, Incidents believed to be racist, homophobic or disability related must be recorded and brought to the attention of the Child Protection Officer. Mrs Hackney /Ms Ibbotson

Complete Bullying Log Sheet. Record on Behaviour Management System.
Parents informed of issue and support obtained.

College Mentor to monitor and follow up as necessary.

Use Anti Bullying Ambassadors

All incidents will have been responded to within one hour of reporting

DETAIL OF RESPONSIBILITIES

- It is a clear responsibility of all staff to monitor for any instances of bullying and pass their concerns to the relevant College Mentor in turn they should listen to victims sensitively; Interview identified pupils involved and/or witnesses; Collate information from all relevant parties; Evaluate the incident; Take appropriate action, e.g. sanctions, communication home; Record the incident, actions taken and any communication, accurately.
- It is the responsibility of the Headteacher to ensure that the policy and guidance are in place in school to deal with bullying, and that the Assistant Headteacher (Mrs Hackney) is responsible for implementation, monitoring and review.
- It is the responsibility of the Assistant Headteacher (Mrs Hackney) to ensure that staff are fully conversant with the school's stance on bullying and are putting the policy into practice. The Assistant Headteacher (Mrs Hackney) will also be responsible for the monitoring and review of the anti-bullying policy.
- It is the responsibility of the Designated Governor to liaise with the Headteacher and the Assistant Headteacher (Mrs Hackney) to monitor the incidence of bullying in the school and the effectiveness of the policy, and inform the relevant committee of the governing body as necessary.
- It is the responsibility of all staff to work together both pro-actively and reactively to ensure that instances of bullying in school are kept to a minimum and dealt with in accordance with school policies to make St George's a safe and stable environment free from any sort of bullying.

OUT OF SCHOOL BULLYING

The school does not have a legal duty to intervene in cases of bullying which do not reasonably occur on school premises or within school hours. However, if incidents out of school, directly affect behaviour, attitudes and well being in school, then they will be dealt with in accordance with the relevant policy. Where possible school will take every step available to ensure that parents and/or external agencies/police are made aware.

ADVICE AND GUIDANCE

"Becoming a victim of bullying is a lottery, but there are three main factors:

- Isolation – introverted, shy or self-contained loners are more vulnerable.
- Being Different – this includes ethnic minorities, people with ginger hair, glasses, acne, pronounced accents, weight problems or especially high or low IQs.
- Soft Targets – bullies often spot vulnerable targets by their lack of assertiveness; which is often shown by under- or over-reactions, such as crying.

"Anyone can be bullied, and although none of these characteristics can excuse it, certain factors can make bullying more likely:

- Lacking close friends in school
- Being shy
- An over-protective family environment
- Being from a different racial or ethnic group to the majority
- Being different in some obvious respect; e.g. stammering
- Having special education needs or a disability
- Behaving inappropriately, intruding or being a nuisance
- Possessing expensive accessories such as mobile phones, etc."

Dr Alan McLean, Principal Psychologist at the Education Department Psychological Service

Positive suggestions to offer to anyone being bullied

- Try not to show that you are upset as this may increase bullying (accept that this is difficult).
- Try to ignore it (accept that this doesn't always work, but worth a try)
- Walk away quickly and confidently.
- Get your friends together and say no to bullying.
- Avoid being alone in places where bullying occurs.
- Seek help from someone as soon as possible; College Mentor, duty teacher, prefect, your College Tutor, any member of staff, Diana Anti Bullying Ambassador.
- **Do not put up with bullying or teasing to yourself or others, there are people in school who can help.**
- If you see others who are being seriously bullied, tell a member of staff. The victim may be too scared or lonely to tell.

School Service for reporting incidents if preferred:

Text Someone – Text 20669 and send your message to 0778 147 4660 or ring 0845 225 8230 or online at www.textsomeone.com Use the **WORRIED** button on the school ICT Desktop

For further information please visit : <http://stgeorgesblackpool.thesharpsystem.com> and <http://stgeorgesblackpool.com>

School has a complaints procedure – please see the school Website for details.

Sanctions for Bullying:

Parent contact

Restorative Justice

Electronic Records

Isolation (On site unit)

Permanent Exclusion

Monitoring Cards

Anti-Bullying Training

Detention

Exclusion (Formal process)