

Stanborough



# ANTI-BULLYING POLICY

<b>Reviewed by:</b>	<b>Standards &amp; Achievements Committee</b>
<b>Date of Issue:</b>	<b>June 2021</b>
<b>Date of next Review:</b>	<b>June 2022</b>
<b>Responsible member of SLT:</b>	<b>Jessica Vlijter</b>

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**Grow and Succeed**

High Expectations | Mutual Respect | Quality Learning | Success for All

This policy is set within the school's four principles of:

**High Expectations    Quality Learning    Mutual Respect    Success for All**

The School Standards and Framework Act 1998 requires academies to have an Anti-bullying Policy and Stanborough School continues to maintain this policy as an Academy.

The Governing Body values the good relationships fostered by the school, and expects that every allegation of bullying will be taken seriously.

All staff, students and parents should be aware of the negative effects that bullying can have on individuals and the school in general, and should work towards ensuring that students can work in an environment without fear.

Bullying is unacceptable in this school and will not be tolerated. The school also recognised that because of the verdicts in bullying cases it must take note of bullying perpetrated outside school which spills over in to the school. The school will do what is reasonably practicable to eliminate any such bullying.

**Aims**

- To demonstrate that the school takes all bullying seriously and that it will not be tolerated.
- To take measures to prevent all forms of bullying in the school, on off-site activities and on the way to and from school while in school uniform.
- To support everyone in the actions to identify and protect those who might be bullied.
- To demonstrate to all that the safety and happiness of students is enhanced by dealing positively with bullying.
- To promote an environment where it is not an offence to tell someone about bullying.
- To promote positive attitudes in students (including assertiveness training).

**Definition of Bullying**

Bullying is deliberately hurtful behaviour, whether physical or psychological, repeated over a period of time where it is difficult for those being bullied to defend themselves.

According to 'Kidscape':

- it involves aggression (deliberate) and unequal power relationship
- it results in pain and distress and is persistent.

**Responsibilities**

**Governing Body**

Issues related to bullying are reported to Governors via the Standards and Achievements Committee on an annual basis.

**The Headteacher**

The Headteacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students.

The Headteacher will:

- ensure that all staff have an opportunity of discussing strategies and reviewing them
- Determine the strategies and procedures
- Discuss development of the strategies with the Senior Leadership Team
- Ensure appropriate training is available

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- Ensure that the procedures are brought to the attention of all staff, parents and students
- Report annually to the Governing Body.

Assistant Headteachers will:

- Be responsible for the day-to-day management of the policy and systems
- Ensure that there are positive strategies and procedures in place to help both the bullied and bullies
- Keep the Headteacher informed of incidents
- Arrange relevant staff training
- Determine how best to involve parents in the solution of individual problems.

Year Leaders will:

- Be responsible for ensuring that the school's positive strategies are put into practice
- Know the school's procedure and deal with any incidents that are reported.

Tutors will:

- Be responsible for liaising with Year Leaders about all incidents involving students in their tutor group
- Be involved in any agreed strategy to achieve a solution
- Take part in the anti-bullying programmes in the Lifeskills course.
- Ensure the students in their tutor group are aware of the ICT code of conduct and that they have undertaken to uphold the code.

All staff will:

- Know the policy and procedures
- Be observant and ask students what is happening to them
- Deal with incidents according to the policy
- Never let any incidence of bullying pass by unreported, whether on-site or during an off-site activity
- Participate in the Lifeskills course.

### **Anti-bullying Education in the Curriculum**

The school will raise the awareness of the anti-social nature of bullying through Lifeskills programmes, school assemblies, the School Council, use of tutor time and in the national curriculum programmes of study as appropriate.

- The Leader of Lifeskills is responsible for initiating and developing with appropriate colleagues an anti-bullying programme as part of the Lifeskills course. This will include preventing and developing strategies for dealing with cyber-bullying.
- Curriculum Leaders/Subject Leaders are responsible for introducing anti-bullying material in their programmes of study when appropriate.

Changing the attitude and behaviour of bullies will play a major part in the strategies used by the school.

### **Procedures**

How is bullying shown?

It can be:

- Physical
- Verbal
- Social or psychological
- Cyber bullying
- Often an inter-relationship between classes/groups

### **Signs of Bullying**

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Students who are being bullied may show changes in behaviour, e.g. becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be changes in work patterns, a lack of concentration, or truancy.

All staff should be aware of these possibilities and report promptly any suspicions of bullying to the Year Leader.

Students will be encouraged to report incidents of bullying.

### **Dealing with Incidents**

- If bullying is suspected or reported the incident will be investigated and dealt with initially and immediately by the teacher approached and reported to the Year Leader and Assistant Headteacher for that year group.
- Evidence gathered relating to cyber-bullying should be saved and used in the investigation of the incident.
- If a racial element to the bullying is suspected the Assistant Headteacher must be informed immediately
- If it suspected that there are distasteful images or malicious texts on a student's phone, the Headteacher has the right to inspect the phone, and can delegate that right to members of the Senior Leadership Team or Year Leaders.
- The teacher will record the details of the incident and inform the Year Leaders.
- The Year Leaders will interview all the parties and make a record
- The Year Leader or staff teaching the bullied student and the tutor will be informed.
- The Year Leader or tutor will determine in consultation with the Assistant Headteacher the appropriate strategy and plan of action to combat the bullying.
- The tutor will oversee the implementation of the strategy.
- Parents will be kept informed by the Year Leader or Assistant Headteacher.
- Any consequence will be determined by the Year Leader in consultation with the Assistant Headteacher or Headteacher.

### **Bullied Students**

Members of Staff who deal with students who have been bullied must always offer reassurance. Students who have been bullied will be given support and strategies as determined by the Year Leader in consultation with the student. Restorative approaches such as restorative conferencing may be used.

### **Bullies**

Changing the attitude and behaviour of bullies will be part of the consequence procedure used by the school, as well as the support structures. Restorative approaches such as Restorative Conferencing may be used. Both bullies and bullied students may be encouraged to take part in a restorative process to reflect on what has happened and to repair the relationship if possible/appropriate.

### **Consequences**

Any of the school's formal consequences can be used against bullies as appropriate. For persistent offenders or incidents considered extreme acts of aggression a student may be permanently excluded.

### **Involvement of Parents**

Parents, as well as all staff and students, will be informed that the school will not tolerate bullying, and takes a positive approach to educating students to combat it.

Parents of students who are being bullied and parents of the bullies will be involved in the solution to the problem as appropriate by the relevant Year Leader in consultation

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with the Assistant Headteacher.

Parents will be informed of the policy and procedures and the possibility of permanent Exclusion following extreme acts of bullying.

### **Involvement of Students**

Students will be involved in the positive strategies through both the School Council and tutor groups. Students will have an input into the Lifeskills anti-bullying programme, and will be consulted on how it could be developed.

A major part of the programme will consist of educating students in how to manage bullying so that they are supported in reporting and preventing bullying in school.

### **REFERENCED POLICIES**

Behaviour and Rewards Policy – SS-POL-SAA-016  
Keeping Children Safe in Education 2020

### **DOCUMENT CONTROL**

<b>Document Control</b>		
<b>Edition</b>	<b>Issued</b>	<b>Changes from previous</b>
1		New Policy
2	June 2021	No changes

### **End of Policy**

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