ABBEYFIELD SCHOOL

ANTI BULLYING POLICY

Status: Approved

Governing Committee: Full Governing Board

Author: Assistant Headteacher

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Next Review: November 2020

1. Rationale

To develop a supportive framework in order to create an environment in which bullying is unacceptable and all its consequences are dealt with appropriately and promptly. The policy sits within the school strategy for upholding the **'Prevent'** agenda as well as all safeguarding and child protection values and procedures applied in the school.

If a student feels safe at school, they are in a much better position to enjoy themselves achieve well and make a positive contribution to the school and it's community. It also helps us to build their confidence on the four principles of democracy, law, liberty and mutual respect which underpin our British values.

At Abbeyfield School, <u>bullying will not be tolerated</u>.

2. Aims of the Anti-Bullying Policy

2.1
- ➢ To establish an atmosphere in which mutual respect and tolerance of an individual's right not to be bullied, emotionally, verbally or physically, will thrive.
- ➢ To encourage pupils to take responsibility for their own freedom from intimidation and the freedom of others in the same respect.
- ➢ To encourage a consistent approach and attitude by all adults which creates an environment in which incidents can be dealt with appropriately and promptly.
- ➢ To create an open atmosphere within the school where pupils can go to a variety of listeners for support.

2.2 Abbeyfield School will aim to achieve this by:

- ➢ continually developing preventative strategies through an effective curriculum, PSHE, assemblies and professionals visiting the school to deliver agreed education programmes.
- ➢ provide training opportunities for staff and governors.
- ➢ provide guidance to our students and parents on how to deal with bullying.
- ➢ encourage strong partnerships between our students, parents, staff and the authority in working towards eliminating bullying.

3. What is Bullying?

3.1 "behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences".

(Preventing and tackling bullying: Advice for headteachers, staff and governing bodies. Department for Education, Oct 2014).

We need to be aware that not all aggression or all name calling, though unacceptable, is bullying. It becomes bullying when it is exercised through the use of power rather than an exchange between equals and repeated over time

3.2 Types of bullying can be:

- Emotional - unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- Physical - pushing, kicking, hitting, punching or any use of violence.
- Racist - racial taunts, graffiti, gestures.
- Sexual - unwanted physical contact or sexually abusive comments.
- Sexist – derogatory comments made to someone linked to their gender.
- Homophobic, Biphobic or Transphobic.
- Verbal - name-calling, sarcasm, spreading rumours, teasing.
- Religious – a negative or unfriendly focusing on religious difference or how somebody expresses their faith.
- Cyber - all areas of the internet (e.g. email & internet chat room misuse); mobile phone threats by text messaging & calls; misuse of associated technology (e.g. camera & video facilities).

Bullying can take place between students, between staff, or between students and staff; by individuals or groups, face to face, indirectly or using a range of cyberbullying methods.

There is no 'hierarchy' of bullying – all forms of bullying are taken equally seriously and dealt with appropriately.

4. Roles and Responsibilities

Every member of the Abbeyfield community has a responsibility to ensure that Abbeyfield School is a safe, protected and caring environment for everyone.

4.1 The Governing Board will ensure that the school has in place effective policies, which promote good behaviour and discipline and reflect:

➢ the school's ethos as a caring community that will not tolerate poor behaviour or bullying
➢ the encouragement of mutual support, good behaviour and respect for others

4.2 The Headteacher will be responsible for ensuring that all policies are updated regularly and that all staff are aware of the school's policy and procedures on anti-bullying.

5. Other Agencies

Other agencies will be involved as appropriate to the circumstances. These may include the EMAS team (Ethnic Minority Achievement Service), the Educational Welfare Officer (EWO), the Child and Adolescent Mental Health Service (CAMHS)), the Youth Offending Team (YOT), the Police and the school counsellor.

6. Training

The staff will be supported in the implementation of this policy through high quality training. This policy and procedures will be part of the induction training for all staff new to the school.

7. Procedures

The procedures which support this policy will be developed by the Headteacher and senior staff and will be communicated to all staff, parents and students.

8. Other Policies

This policy should be considered in conjunction with the school's policies on Behaviour, Safeguarding Children, Equality and Diversity and the School's Code of Conduct.

9. Monitoring and Evaluation

The Headteacher will monitor the implementation of this policy and its effectiveness and will report regularly on this to the Governing Board.

The Governing Board will review this policy on a biennial basis.