

A8: ANTI-BULLYING PROCEDURES

This Policy includes the Early Years Foundation Stage and Breakfast, Tea Time and Holiday Clubs and should be read in conjunction with the School's Behaviour Management and Safeguarding Policies.

Principles and Values

The school follows guidance issued by the Department for Education entitled "Preventing and Tackling Bullying" (October 2014). In the Education and Inspections Act 2006, there are a number of statutory obligations on schools with regard to encouraging good behaviour and the prevention of all forms of bullying amongst pupils. These form part of the school's Behaviour Management Policy which is communicated to all children, staff and parents.

Bullying can impact on its victims in many ways: it makes the victim unhappy, undermines self-confidence and self-esteem and may cause emotional and physical damage leading to psychological damage. It can impact on attainment and attendance at school and can have a life-long negative affect on some people's lives. As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated: no-one deserves to be a victim of bullying and everyone has the right to be treated with respect.

Stretton School is committed to providing a safe, caring and friendly environment so that children can learn without any fear. The school does not tolerate any form of bullying but if a child is subject to any form of bullying, they should be able to tell a member of staff knowing what they say will be dealt with in an appropriate way and as quickly as possible. Equally, if any child suspects another child is being bullied, they should feel able to tell a member of staff.

The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will challenge any behaviour that falls below this.

Objectives of this Policy

- All teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

All of us have encountered bullying at some point in our lives, but we all deal with it differently. The aim of this policy is to work together to ensure that Stretton School is a safe place for children and adults to be, whether the school community is directly or indirectly affected by bullying or not.

What is Bullying?

Bullying is defined as “Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.” This can include bullying of school staff, whether by pupils, parents or other staff, as well as the bullying of pupils. Bullying can be short term or continuous over long periods of time and intentionally hurts another pupil or group.

Bullying can take many forms and is repeated over time: it can comprise verbal abuse, such as name calling, insults or mocking; physical abuse, such as kicking, punching or hitting; unwanted physical or sexual contact or sexually abusive comments; excluding another child from social situations, such as playtime games. It can also be racist, religious, cultural, sexual/sexist and homophobic, or because a child is adopted or is a carer, and relate to special educational needs and disability. It can also relate to appearance or health conditions, or home circumstances. All of these situations can make a child feel unhappy, insecure and therefore impact on their social well-being and development. Bullying can also include “cyber” bullying, where pupils are abused via mobile telephones in text or voicemail messages, photographs or in emails (see separate Cyber Bullying Policy).

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace at any time. It can take place during the school day, out of school whilst on day visits, in group activities and between families in the local community.

Prevention and Understanding

As a school, it is our commitment to:

- Make children aware of what bullying is through Assembly, Drama, Poetry, Stories, group discussions, literature, projects, play acting, videos, historical events and current affairs. References can also be made to websites. The school also takes part in Anti-Bullying Week in November. Staff also discuss issues around diversity and draw out anti-bullying messages and ensure they avoid using prejudice-based language.
- Encourage children to develop the school's anti-bullying policy through open discussion.
- Ensure all staff know what the school policy on bullying is and how to implement it, and to react to bullying incidents in a reasonable and consistent way.
- Raise awareness through regular staff training so that principles of the school policy are understood, legal responsibilities are known, action is defined to resolve and prevent problems, and sources of support are available. Staff are constantly aware of practices and procedures in order to reduce the risk of bullying at times and in places where it is most likely. This also allows, where appropriate, for the school to invest in specialised skills to understand the needs of the children, including those with special educational needs or disabilities, and lesbian, gay, bisexual and transgender pupils (LGB&T).

- Reinforce expectations of behaviour as a regular discussion.
- Ensure staff follow the Equal Opportunities policy; welcoming every child to our school. Staff are careful not to highlight differences of children or an individual child, even if this is done in jest. This gives other children advocacy to use this difference to begin calling names or teasing.
- Ensure staff are vigilant regarding groups of friends together.
- Ensure staff reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings.
- Ensure that parents know what the school policy is on bullying and what they should do if they are worried their child, or another child, is being bullied.
- Ensure pupils are advised that they can report any bullying in confidence.
- Prevent and/or stop any harmful behaviour.
- Ensure that both parents and children understand that the school will not tolerate any forms of bullying, and that incidences will always incur a disciplinary sanction which will be applied fairly, consistently and take account of any special educational needs.

- Improve the school environment by looking at staff supervision, paying attention to times and places where bullying may occur.
- Ensure that pupils learn from the experience of imposing sanctions.

Recognising the signs of Bullying

The staff are educated to recognise signs of bullying in children and these can be presented in different ways. The staff will investigate bullying if a child:

- has unusual and/or unexplained changes in their behaviour
- does not want to come to school and appears frightened
- becomes withdrawn, anxious or lacking in confidence
- shows a high level of absenteeism
- feels sick before, during or after school on a regular basis
- has nightmares, cries or is more tearful than normal
- starts to stammer
- records show achievement levels falls below the expected standard of the individual
- starts to lose possessions on a regular basis
- starts asking for money, starts to steal

- has unexplained cuts or bruises
- is aggressive or disruptive both at school and at home
- has changes in their eating habits (generally eats much less)
- bullies other children or siblings

The staff also recognise that any of the above could indicate other problems, but bullying will always be investigated as a possible cause.

Disciplinary sanctions highlight to the perpetrator that bullying is unacceptable, deter them from repeating that behaviour and show other pupils that the behaviour is unacceptable and deter them from copying it. Sanctions will reflect the seriousness of an incident and convey a deterrent effect. Strong sanctions such as exclusion may be necessary in cases of severe and persistent bullying.

Procedures

Parents and pupils should report any incidents or suspected incidents initially to their form teacher, and in more serious cases these will be referred immediately to the Headmistress, Mrs Anita Barclay, or the registered SENCO, Mrs Wendy Masters. The member of staff will investigate the incident immediately and inform the parents immediately of any outcome and what action will be taken. All forms of bullying are taken equally seriously.

The incident will be investigated immediately to try to establish what has occurred. The information will be obtained from the victim, and in cases where the victim is willing, from the bully or bullies themselves, in order to make children understand that they have either instigated, taken part in or witnessed an incident of bullying. Any pupil who is bullied will be encouraged to attend school.

Advice to Pupils and Parents

For any pupils that experience bullying, they are encouraged to understand that:

- they will be heard
- they know how to report bullying and get help
- that steps will be taken to make them feel protected

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow:

- tell a friend
- tell someone on the School Council
- tell a teacher or adult whom they feel they can trust
- tell a parent or adult at home whom they feel they can trust
- discuss it as part of Circle or Carpet Time
- ring Childline and follow the advice given

As the parent of a child whom you suspect is being bullied, you should:

- In the first instance, report bullying incidents to the class teacher and know that in cases of serious bullying, the incidents will be recorded by staff and the Headmistress, Deputy Head Teacher or SENCO.
- In serious cases parents of the alleged bully will be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.

- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) change their behaviour.

Any serious incidences of bullying will be recorded and kept confidentially on the child's record. The school will support the victim as much as possible, and every attempt will be made to help the bully overcome their behaviour to ensure the incident does not happen again. Exclusion for the perpetrator may be necessary in cases of severe and persistent bullying, and this is at the discretion and judgement of the Headmistress.

Records of bullying will be kept in order to evaluate the effectiveness of the approach adopted or to enable any patterns of bullying to be identified.

In order to make it easy to report bullying, including cyber-bullying and bullying outside school, the threshold for reporting a bullying issue to external agencies (such as the police or children's social care) is known and records are kept to evaluate the effectiveness of the approach adopted or to enable patterns to be identified. A bullying incident should be treated as a child protection concern where there is reasonable cause to believe that a child is suffering or likely to suffer significant harm.

Help Organisations

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Bullying Online www.bullying.co.uk

Kidscape website www.kidscape.org.uk for further support , links and advice.

Approved by the School Advisory Board

Date: September 2013

Reviewed: September 2014, December 2015 & December 2016

Review Date: December 2017

A8: ANTI-CYBER BULLYING POLICY

This Policy includes the Early Years Foundation Stage and Breakfast, Tea Time and Holiday Clubs and should be read in conjunction with the School's Behaviour Management, Anti-Bullying, ICT and Safeguarding Policies.

Stretton School recognises that technology plays an important and positive role in everyone's lives, both educationally and socially. It is committed to helping all members of the school community to understand both the benefits and the risks, and to equip children with the knowledge and skills to be able to use technology safely and responsibly.

At Stretton School, we believe cyber bullying is the use of a mobile phone or the internet to deliberately upset another person where pupils are abused via mobile telephones in text or voicemail messages, photographs or in emails. We have a responsibility to ensure that cyber bullying does not take place in this school by ensuring pupils, staff and parents understand what it is and how it can be prevented.

The responsibility for monitoring this policy is with the Headmistress to ensure all staff and visitors to the school are aware of and comply with it.

We understand cyber bullying is highly intrusive and the hurt it causes can be very severe. As it leaves no physical scars cyber bullying is not easy to detect by a parent or a teacher. We acknowledge cyber bullying can take place anywhere and can target pupils and staff. There are many types of cyber bullying such as text messages, picture/video clips, mobile phone calls, emails, chat room bullying, instant messaging and the use of websites to convey threats, intimidation and harassment.

Aims of the Policy

- To ensure pupils, staff and parents understand what cyber bullying is and how it can be prevented.
- To have in place procedures to prevent incidents of cyber bullying.
- To have in place effective procedures to deal with all reported incidents of cyber bullying.
- To work with other schools to share good practice in order to improve this policy.

The Headmistress will:

- ensure all staff, pupils and parents are aware of and comply with this policy;
- ensure the ICT policy clearly states how ICT and the Internet should be used;
- provide support for those pupils and staff who may be victims of cyber bullying;

- deal with all incidents of cyber bullying quickly and effectively;
- consider the use of legal powers under the Education Act 2006 that allow the Headmistress to regulate behaviour of pupils when they are off-site;
- provide guidance, support and training to all staff;
- ensure cyber bullying is discussed during staff training days and at staff induction;
- ensure the policy is reviewed and is in line with legislation
- ensure cyber bullying is discussed with pupils through class discussions;
- help review anti-bullying and pupil behaviour and discipline policies;
- keep up to date with new developments and resources;
- monitor the effectiveness of this policy;

Staff will:

- be alert to the dangers of cyber bullying;

- report all incidents of cyber bullying to the Headmistress, or in her absence, the Deputy Head Teacher, or in her absence the Chair of the School Advisory Board.
- ensure that no pupil has unsupervised access to the Internet;
- regularly remind pupils of the safe use of ICT and the Internet;
- regularly remind children of the need to report any incident of cyber bullying to a member of staff;
- inform pupils of the dangers of cyber bullying through PSHEE, Assemblies and Anti-Bullying Week activities
- advise children to be cautious when giving their mobile phone numbers or email addresses to any person;
- advise children to be cautious when accepting a 'friend request' from any person on social networking sites;
- seek the views of pupils in monitoring and evaluating this policy;
- report and deal with all incidents of discrimination;

We encourage children to:

- comply with all the aforementioned aspects of this policy;

- report all incidents of cyber bullying to a member of staff;
- not bring mobile phones or any electronic devices, such as Ipads or tablets, to school (except by prior written agreement from the Headmistress). This forms part of the school rules;
- listen carefully to all instructions given by the teacher;
- ask for further help if they do not understand;
- treat others, their work and equipment with respect;

Parents will:

- be made aware of this policy;
- comply with this policy;
- report all incidents of cyber bullying involving their child to the school;

Recording and Reporting

All reported incidents will be investigated and dealt with. Parents will be informed of all events and what actions have been taken. Records will be kept of all incidents and their outcomes.

Dealing with Cyber Bullying Incidents

The Headmistress will:

- deal with all incidents of cyber bullying quickly and effectively;
- impose sanctions as outlined in the school's Behaviour policy on any pupil identified as being the bully;
- confiscate any mobile phones or electronic devices if brought to school;
- contact the police and Children's Services if the cyber bullying is sufficiently severe;
- keep parents informed of the school's actions

Training

We ensure all staff have equal chances of training and will be kept up to date with new information and guide lines concerning equal opportunities.

Agreed and approved by the School Advisory Board

Date: January 2014

Reviewed: January 2015, December 2015 & December 2016

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