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Anti-bullying Policy

Policy Directive and Guidelines

Document Control & History

Version	Date	Author	Reviewer	Summary of Changes	Review Date
1.1	11/17	M Winward			09/22
1.2	10/19		A Hunt	Formatting & Minor staff name amendments	
1.3	11/20		K Smith	Some added words and phrases	
1.4	09/21		S Parrilla	UNCRC Articles added	

This policy will be reviewed in accordance with the St. Anne's Policy Planner schedule

Convention on the Rights of the Child

At St Anne's School we respect the rights of the children and adults in our school, community and beyond and aim for each school policy to adhere to Articles from the UN's Convention on the Rights of the Child.

In this policy, we are working towards the following articles:

Article 2: Rights apply to every child without discrimination

Article 3: Everyone who works with children should do what is best for each child and must be a top priority.

Article 19: Every child has the right not to be harmed; they should be looked after and kept safe.

Article 36: Every child has the right to be protected from things that could harm them



Our Aim

The aim of our Anti-Bullying Policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

We promote a telling culture and anyone who knows that bullying is happening is expected to tell members of teaching staff. St. Anne's School recognises that there is no sure or single solution to the problem of bullying, however, we aim:

- To promote a safe and positive environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through a programme of activities delivered through a range of mediums to include, assemblies, tutor activities and PSHCE.
- To show commitment to overcoming bullying by practising zero tolerance.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make all staff aware of their role in fostering the knowledge and attitude which will be required to achieve the above aims, through annual staff awareness and the ethos and values of the school in supporting our Anti-Bullying Policy.
- To empower pupils so that they feel able to report bullying whether in person or through an adult.

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all our pupils regardless of age, race, gender identity and culture so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. That means that anyone who knows that bullying is happening is expected to tell the staff. Bullying is ... a deliberately hurtful act, repeated over a period of time making it difficult for victims to defend themselves against ... (**DfE Don't Suffer in Silence**)

St. Anne's School aims to ensure that all pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Definition of Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying is any of the following types:

- **Physical:** hitting, pushing, kicking, tripping up, punching, spitting, threats, being touched against one's will.
- **Verbal:** name calling, teasing, taunting, insulting families, unkind remarks about someone's work, making fun of others, whispered comments, spreading nasty or false rumours, unkind comments about personal appearance, school achievements, disabilities.
- **Emotional/silent:** deliberate exclusion from social groups, stalking, rude gestures, ignoring, being sent unpleasant notes or made the subject of graffiti, incitement of other to become involved in bullying.
- **Technological (Cyber Bullying):** offensive/threatening messages either by text or through social networking sites.

Bullying can also be:

- **Racist:** racial taunts, graffiti, gestures.
- **Sexual:** unwanted physical contact or sexually abusive comments.
- **Homophobic/Transphobic:** because of, or focussing on the issue of sexuality.

We are aware of some of the effects that bullying can have on young people: Pupils who are being bullied may show changes in behaviour, such as being shy and nervous; feigning illness and possibly missing classes. There may be evidence of changes in work patterns, lacking in focus or concentration and possible truanting from school. Pupils must be encouraged to report bullying in school.

Staff

When teaching staff (to include Learning Support Assistants – LSAs) are alerted to or recognise the signs of bullying they are expected to act promptly in accordance with school policy by referring incidences to the Tutor and the Senior Leadership Team. Staff should record all incidents (including via Cause for Concern forms) to ensure these can be tracked over time. Pupils and parents can report incidents to members of teaching staff or via the school office / administration staff.

Pupils can speak to any member of staff regarding their concerns and these will be passed on to members of the pastoral team, i.e. Tutor and/or our SENCO/Inclusion and Equality Champion, Ms Smith.

The following steps may be taken when dealing with incidents but this is not meant to be an exhaustive list but rather a guide:

- If bullying is suspected or reported, the incident will be dealt with swiftly by members of teaching staff liaising with colleagues within the pastoral team – i.e. Tutor.
- Pupils concerned are likely to be interviewed and statements taken from the pupils involved as deemed appropriate.

- Incidents will be investigated and recorded where appropriate on a child's profile as a 'type' of behaviour (see types of bullying above).
- Tutors will be kept informed of the progress of any investigations of bullying to support the young person/s involved.
- Sanctions will be used as appropriate and in line with the school Engagement Policy in dealing with such matters.
- Incidents that are outside of school that impact on young person/s in school may involve a third party agency for support, E.g. Police.

In all cases of bullying we would wish to work with those involved to address the concern raised.

Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a trusted member of staff in school;
- Referrals are treated both seriously and discreetly.
- Reassurance that student concerns will be dealt with swiftly and taken seriously.
- Year Council Representatives regular discuss whole school foci and this includes tackling the aspect of bullying.
- A safe zone at break and lunchtime (TLC)
- Offering continuous support.
- Strategies for dealing with bullying.
- Attempting to restore and build self-esteem and confidence.
- Where appropriate further support can be provided by the School Nurse, Pauline Dudley and other agencies who work with the school in supporting pupils.