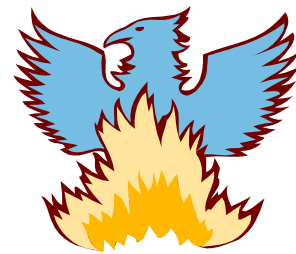


# Anti-bullying Policy



## Policy statement

**Introduction:** Bullying behaviour is always unacceptable and will not be tolerated at this school because:

- It is harmful to the person who is bullied as well as to those who engage in bullying behaviour and those who support them, and can in some cases lead to lasting psychological damage, including suicide
- It interferes with a pupil's right to enjoy his/her learning and leisure time
- It is contrary to the school's aims and values.

**Scope:** This Anti-Bullying Policy applies to all pupils and staff at Boston West Academy, irrespective of their age and whether or not a pupil is in the care of the school when or if bullying occurs, including bullying incidents occurring off the school premises, such as on school transport or within the local community.

**Publication:** This policy is available on the school website and forms part of staff induction. This policy can be made available in large print or other accessible format if required.

**Aims of the Policy:** It is recognised that all schools are likely to encounter problems with bullying at some time. This school regards bullying as particularly serious and firm action will always be taken against it. The aims of this policy are to:

- maintain and promote a positive and inclusive culture among all pupils and staff
- deter bullying behaviour by detecting it when it occurs and responding appropriately on a case by case basis which may lead to disciplinary sanctions and if necessary, exclusion
- produce a consistent response by the school to any bullying incidents that may take place
- comply with the school's duties under the Equality Act 2010.

**Responsibility:** It is everyone's responsibility to ensure that no-one becomes a victim of bullying and to report any suspected incidences of bullying behaviour. We expect all members of the school community to comply with this policy and work towards an inclusive, caring school culture with positive attitudes towards people with disabilities and towards ethnic, cultural and linguistic groups within and outside the school. Discriminatory words and behaviour should always be treated as unacceptable.

## Definition of bullying

There are many definitions of bullying but most have three things in common:

- It is deliberately hurtful behaviour
- It is repeated, often over a period of time
- It is difficult for those being bullied to defend themselves

### Bullying can take various forms:

- Physical – for example fighting, damaging or hiding someone's clothes or belongings
- Psychological – for example, excluding someone from a group, activity or place; aggressive name-calling; cyberbullying (for example via social networking websites, phone calls, text messages, photographs or emails) or unpleasant remarks or actions.

Bullying may also be:

- racist, or relating to someone's religion or culture;
- sexual (i.e. talking to or touching someone in a sexually inappropriate way);
- sexist – related to a person's gender or gender reassignment;
- related to someone's sexual orientation (e.g. homophobic bullying);
- related to someone's disability, special educational needs, learning difficulties, intellectual ability, health or appearance;
- related to someone's home circumstances.

**Intention:** Any behaviour which a reasonable bystander would say was calculated or intended to hurt or upset the victim is wrong, and may well constitute bullying. However not all bullying is deliberate or intended to hurt. These forms of bullying are equally unacceptable and it is not a justification for a bully to say that he does not believe the victim is upset or hurt by his/her actions. It may however be that the bullying behaviour is not malicious and can be corrected with advice without the need to for disciplinary sanctions.

## **Preventing bullying**

The school is committed to promoting positive values of mutual respect and concern and to taking action to prevent bullying in a wide range of contexts.

Teachers, support staff and lunchtime supervisors should always be particularly vigilant at break-times, observing the children at play, intervening when necessary to prevent or deal with unacceptable behaviour, talking to any child who appears to be alone and praising good behaviour. Any member of staff 'on duty' must patrol all areas of the playground/field.

The curriculum will also be used to raise an awareness of bullying and strategies to deal with it. A range of issues relating to bullying will be dealt with through our PSHE (Personal, Social and Health Education) programme, RE lessons and school assemblies, aiming to promote and establish values which reject any form of bullying behaviour.

## **Reporting bullying complaints**

**Pupils:** A pupil who is being bullied, or who is worried about another pupil being bullied should inform a suitable person straight away and can do so in several ways. He/she can:

- Tell his/her Class Teacher, other member of staff or his his/her parents or responsible older pupil
- Place a note in the class 'Bubble Box'
- Contact a member of the School Council for advice
- Contact Childline on 0800 1111

**Parents:** Parents are asked to let the school (normally the Class Teacher or member of Leadership and Management Team) know directly if they have any cause for concern, either on behalf of their own children or because of rumours about others.

**Staff:** Any member of staff who becomes aware of any bullying behaviour should inform a member of the Leadership and Management Team – Headteacher, Deputy Headteacher, Assistant Headteachers (LMT) without delay, in accordance with the Procedures set out below.

This policy focuses on the bullying of pupils by pupils although it is recognised that a staff member could be a victim and on occasion may be perceived to be guilty of bullying. Staff members who are concerned about bullying or harassment at work should refer to the schools Staff Handbook.

## **Procedures**

In the event of an instance of bullying being observed or reported, the member of school staff must:

- respond quickly and sensitively and ascertain the facts from the victim whilst offering support, reassurance and advice
- report the allegation to a member of LMT without delay

The member of LMT must:

- record the complaint in the Bullying Log Book;
- contact the other staff and agree on a personalised strategy which is recorded in writing, acted on and subsequently updated in writing;
- inform the Headteacher of the incident and strategy.

The Deputy / Assistant Head (LMT) must:

- monitor the Bullying Log Book at the end of each term in order to identify patterns, both in relation to individual pupils and across the school as a whole. Results of this monitoring will be provided to the Head at the end of each term.
- liaise with the Head about any particular issue as appropriate.

All incidences of bullying must be treated as serious and the above steps followed, however minor.

## **Assessment and investigation**

The LMT member will normally see the victim, the pupil(s) accused of bullying behaviour and any witnesses without delay. The investigation will consider:

- the nature of the incident;
- whether the incident is a 'one off';
- whether the incident involves any other individuals or a group of pupils;
- whether physical injury has been caused;
- who needs to be informed (including the parents, designated member of staff for safeguarding, other members of LMT, social services, the police, CST);
- whether there have been any misunderstandings;
- whether the complaint is justified in whole or in part;
- whether any further action needs to be taken, and if so what action is appropriate.

## **Resolving the incident after an investigation**

Once investigated, and if a complaint is upheld the school will make every effort to resolve the problem and prevent any further occurrences. The range of responses will include one or more of the following:

- Advice and support for the victim and, where appropriate, establishing a course of action to help the victim including support from a specified member of staff or external sources where appropriate.
- Advice and support for the perpetrator in trying to change his/her behaviour. This may include clear instructions and a warning or final warning.
- Consideration of the background behind the bullying behaviour and whether external services should be used to help the school to tackle any underlying issues.

- A supervised meeting between the bully and the victim to discuss their differences and ways in which they can avoid any future conflict.
- A disciplinary sanction against the bully, in accordance with the school's Behaviour Policy. In a very serious case or a case of persistent bullying, a pupil may be permanently excluded.
- Action to break up a group of bullies.
- Involving external agencies including social services or the police.
- Notifying the parents of one or both of the pupils about the case and the action which has been taken.
- Taking anti-bullying measures within the school community, for example an assembly on bullying.
- Noting the action taken and the outcome in the Bullying Log Book.
- Noting the action taken and the outcome in the personalised strategy.

### **Continued monitoring**

The position should be monitored for as long as necessary thereafter and the personalised strategy kept up-to-date. If bullying continues after a response has been made, the LMT member will need to inform the Headteacher and further responses will be necessary. The personalised strategy and the Bullying Log Book must be kept updated if further bullying occurs and further responses are made.

### **Liaising with parents**

The school will keep parents informed if and when it may be dealing with a significant bullying situation relating to their child.

### **Linked policies**

Other policies which should be referred to include

- Behaviour
- Safeguarding

### **Complaints**

All complaints regarding the implementation of this Policy must be submitted in writing and will be dealt with according to the Complaints procedure.

### **Monitoring and Review**

The LMT monitors the Bullying Log Book and reports on the results at the end of each term to the Head. The LMT will look for patterns of behaviour and any concerns. All concerns will be reported to the Head and action will be taken.

The School Governors will, annually, receive a report from the Head on the implementation of the Policy and records of bullying behaviour and will review the Policy following the report, making any amendments as necessary.