



ANTI-BULLYING POLICY

1. Policy Statement

We believe that every student has the right to study in a safe, secure and happy environment. Bullying is not an acceptable part of life at Central Foundation Boys' School.

This Policy should be read in conjunction with Equal Opportunities Policy, Race Equality Policy and Behaviour Management Policy.

What do we mean by bullying?

Bullying is 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 it can range from taking the property of others, through name calling, cyber bullying to vicious assaults. An individual or a group can carry it out. Bullying

- is often motivated by actual or perceived difference between children or by prejudice against particular groups of people, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. Bullying can be intentional, where the actions are planned and the bully is well aware of what they are doing or intending to do, or unintentional, where the behavior of the individual or group can make others feel intimidated.

2. Types of bullying

Physical – this may include rude gestures, pushing, assaults, taking away the property, damaging others' work or equipment

Verbal – this may include name calling, teasing and taunting, using offensive language in relation to the victim or their friends or family on the grounds of their race, gender or sexuality

Cyber – this may include 'virtual' bullying through social media, gaming, video sharing or texting; with the rapid development of technology and wide access to it, this type of bullying can take place at any time of the day and can potentially involve a large audience in an instant.

Emotional – this may involve an imbalance of power in a relationship where the perpetrator emotionally hurts the victim by knowing what upsets them; emotional bullying can be more damaging than physical bullying and may take the form of socially isolating the victim through having the support of a particular group of people

Bullying outside the school

The School will investigate any reported incidents of bullying outside the school in the same way it would investigate other breaches of the School's Behaviour Policy that take place off site.

Depending on the nature of the incident, the School may decide to inform external agencies or the police if the incident may be of a criminal nature.

Frequently, vulnerable students who are bullied on a school site, are also bullied off site, e.g. on social media.

3. Preventing bullying

- The School aims to create an environment where bullying is prevented to become a serious problem the first place. The School's preventative actions aim to create the School's ethos that promotes tolerance, inclusivity and respect for each other. The School aims to achieve this through daily interactions with the students and modelling respectful behaviour
- Having clear expectations, as well as sanctions if bullying occurs, in terms of student behaviour which are communicated to both students and their parents
- Directors of Learning and other staff proactively gathering intelligence about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place
- Communication from Directors of Learning to teachers and duty staff regarding issues between students they may come in contact with
- Educating students about differences between people through daily curriculum delivery
- Anti-bullying programme in PHSE and Citizenship lessons
- Tutoring programme
- Mentoring of students
- Careful supervision by staff of key areas of the school
- Creating an environment where students are not reluctant to name bullies – to form tutors, Directors of Learning, mentors, teachers, prefects, bully box, parents
- Actively promoting anti-bullying policy through assemblies, day to day interactions with students, School Council
- Providing information to help parents and pupils deal with bullying
- Working with external agencies who offer anti-bullying programmes
- Providing training to staff on how to recognise and challenge bullying.

4. Interventions when bullying occurs

When unchallenged or passed as banter or horseplay, bullying may become the norm for students and also make them feel more reluctant to report it. The School will challenge any form of bullying, investigate incidents and put appropriate sanctions in place as and when required.

In dealing with bullying, the School will involve parents and students of both victims and perpetrators, and take into account any special educational needs or disabilities the involved students may have. The School will endeavour to discover the motivation behind the bullying as it may reveal the concerns about the safety and well-being of the perpetrator.

4.1. The following are possible actions that can be taken, the action that will be taken will be dependent on the nature of the bullying and if there have been previous bullying incidents.

- Conversation with a student
- Detention
- Meeting with parents
- Perpetrator removed from the victim's class
- Withdrawal of privileges
- Exclusion
- A member of staff has the right to seize an electronic device that is prohibited by the School rules, such as a mobile phone, and if authorized by the Headteacher, they can examine data or files and delete these where there is a good reason to do so. They may decide not to delete the material as evidence of a breach of school discipline.
- A member of staff can examine the files on a seized electronic device without parental consent. If a member of staff has reasonable ground to suspect that an electronic device belonging to a student contains evidence in relation to an offence, they must not delete any material from it and must give the device to the police as soon as practicably reasonable.

4.2. The Victim

The School will ensure the victim feels safe and that support and guidance is given to them. The following possible actions can be taken to achieve this:

- Restorative Justice process between the victim and the perpetrator, where appropriate
- Mentoring or counselling
- Helping the student to build friendships
- Monitoring the student well-being and being vigilant in respect of any further evidence of bullying
- Seek support from external agencies (see Appendix)

4.3. The Perpetrator

The School, through challenging bullying, will ensure that bullies are identified and sanctioned.

In addition to a disciplinary action, the School will educate the perpetrators to make them understand the impact of their actions on the victim. This will be achieved through:

- Restorative Justice process between the victim and the perpetrator, where appropriate
- Placing the student on an anti-bullying programme
- Mentoring
- Offering support when investigation reveals any concerns in relation to the perpetrator's safety or circumstances.

5. Responsibilities

- All staff must ensure they are vigilant for actions that could be bullying.
- All staff must act on any report they receive about bullying.
- All staff must report all incidents via SIMS and inform Director of Learning or, when required, Designated Safeguarding Lead
- Director of Learning to raise bullying concerns to a relevant senior colleague when required
- Directors of Learning to promote the School's anti-bullying strategy, investigate allegations of bullying incidents
- Senior Leader with responsibility for anti-bullying work to lead across the School on this matter.

6. Record keeping

The School will keep a record of bullying incidents for monitoring purposes and to inform its anti-bullying interventions.

Staff should record any bullying incident on SIMS the same day or as soon as practicably reasonable.

Any incidents of bullying that may also raise safeguarding concerns should be reported to the Designated Safeguarding Lead immediately, who may escalate the matter to the police or social services.

7. Criminal law

Although bullying in itself is not a specific criminal offence in the UK, some forms of bullying are illegal and should be reported to the police; these include;

- violence or assault
- theft
- repeated harassment or intimidation, for example name calling, threats and abusive phone calls, electronic communication which conveys indecent or grossly offensive message, a threat, or information which is false and known or believed to be false by the sender and were sent with intent to cause distress or anxiety to the recipient.
- hate crimes

8. Monitoring and review

The Policy will be reviewed every 3 years.

Appendix

Organisations that offer support and guidance in relation to tackling bullying:

Anti Bullying Alliance www.ncb.org.uk

Diana Award

Bullying Online www.bullying.co.uk

Kidscape www.kidscape.co.uk

BBC Schools bullying site www.bbc.co.uk/schools

Childline www.childline.org.uk

Antibully www.antibully.org.uk

DfES anti-bullying site www.dfes.gov.uk/bullying

Act Against Bullying www.actagainstbullying.com

For Kids By Kids Online www.fkbko.net The BIG Award

Restorative Justice Council