



## Anti-Bullying Policy

### Introduction

In order to achieve, ALL pupils need to feel safe, settled, valued and know that they belong. It is recognised that when bullying is a problem, it needs to be addressed effectively.

All children have the right to feel safe and secure in school. Bullying is unacceptable and all reports of bullying are recorded and taken seriously.

We have a commitment to providing a caring, friendly and safe environment for pupils so they can learn in a relaxed and secure atmosphere. If bullying does occur, pupils are encouraged to let an adult in school know that they are being bullied, or are aware of incidents of bullying happening to others, and pupils know that incidents will be dealt with promptly and effectively.

### What Is Bullying?

'Bullying' is repeated intimidating behaviour that causes physical or psychological distress.

Bullying can take many forms but it is suggested that the main types are:

- Physical - Hitting, kicking, taking belongings or any use of violence.
- Verbal - Name-calling, insults, racist remarks or remarks about sexual orientation.
- Indirect - Spreading nasty stories about someone or excluding them from groups of friends.
- Cyber - All areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.

### It is important to respond to bullying because ...

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. We encourage all of our pupils to report their concerns relating to allegations of bullying to an adult in the school.

The school's teaching and ancillary staff are alert to signs of bullying and act promptly and firmly against it in accordance with this school policy.

### **What isn't Bullying?**

The Federation recognises that disagreements between individuals in any organisation are inevitable and that a crucial life skill is learning to resolve such conflicts. When they occur, such one off events will be used as a means to develop children's personal, social, cultural, moral and spiritual understanding. However the incident will only be regarded as bullying if it conforms to the above definition. If two pupils of equal strength/power have the occasional fight or quarrel, this is not bullying and should be dealt with in the appropriate manner.

### **Statutory Duty**

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

### **Implementation**

The following steps may be taken when dealing with incidents:

- if bullying is suspected or reported, the incident is normally dealt with immediately by the member of staff who has been approached
- an account of the incident should be recorded in the class safeguarding file held by the investigating teacher.
- if appropriate the incident will be referred to the Inclusion Manager/Head of School/Teacher for further investigation
- the Inclusion Manager/ Head of School/Teacher will interview all concerned if deemed necessary and will record the investigation into the bullying log kept in the Head of School/Headteacher's office.
- parents will be informed where clear instances of bullying are established
- punitive measures may be imposed in accordance with the school Good Behaviour Policy and in consultation with all parties concerned.

### **Pupils**

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff .
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing how to change their behaviour for the future
- informing parents or guardians so that they can help establish a climate for changing the attitude of the pupil

Pupils' awareness of the nature and impact of bullying is raised through a structured programme of learning delivered through our PSHE/ SEAL, Citizenship and Collective Worship curriculums.

### **PREVENT: The Issue of Radicalisation**

The Counter-Terrorism and Security Act 2015, places a legal responsibility on schools to take every effort to protect members of their community from the threat of radicalisation.

### **Assessment of Pupil Behaviours**

The pastoral monitoring systems of the school have a vital role to play in preventing radicalisation of pupils. At The Emmaus Federation, all pupils are monitored closely by all staff and any behaviour or safety issues of concern are discussed at the weekly teaching staff meeting or learning support staff meeting respectively. Where necessary a pastoral intervention or even counselling may be provided. The school will also seek advice and support from the local authority when concerns regarding pupil radicalisation arise.

### **Staff Training and Information**

The School recognises that it has a responsibility to provide INSET to staff on the issue of radicalisation to ensure that they remain vigilant and informed on the issue. It will also ensure staff are aware of how to respond appropriately if concerned about the possible radicalisation of a pupil.

**Reviewed:** Spring 2016

**Reviewed:** September 2016

Signed:

Mrs CV Collett

Executive Headteacher

Signed:

Mrs E Woods

Chair of Governors

## **Core School Rules**

- This is our school and we look after it and the people inside it.
- We are considerate, caring and tolerant of each other
- We treat others as we want them to treat us
- We treat other peoples' property carefully
- We accept responsibility for our own behaviour.