

The Federation Of Angel Road Schools



HAPPY! HEALTHY! AIMING HIGH!

Anti-Bullying Policy



Date: Jan 2017

Signed:

Date:

The Federation of Angel Road Schools - Anti-Bullying Policy

“Pupils will learn best in a safe and calm environment that is free from disruption and in which education is the primary focus”. [DfE \(Preventing and tackling bullying, 2014\)](#)

1. Introduction

Every school must have measures in place to prevent all forms of bullying.

2. The Education and Inspections Act 2006

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school’s behaviour policy which must be communicated to all pupils, school staff and parents.

3. Independent School Standard Regulations 2010

The Independent School Standards Regulations 2010 provide that the proprietor of an Academy or other independent school is required to ensure that an effective anti-bullying strategy is drawn up and implemented.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

Maintained schools and Academies are required to comply with the new Equality Duty. Part 6 of the Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment. In England and Wales Part 6 of the Act applies to maintained schools and Academies and to other independent schools.

4. Safeguarding children and young people

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is ‘reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm’.

4. 1 **The [DfE \(Preventing and tackling bullying, 2014\)](#) defines bullying as:** *behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.*

4.2 Bullying can take many forms, for instance, cyber-bullying via text messages or the internet, physical bullying including damage to belongings, teasing, verbal bullying and indirect bullying.

4.3 Bullying is often motivated by prejudice against particular groups, for example racist bullying, religious or faith based bullying, gender or sexist bullying, transphobic and homophobic bullying, Special Educational Needs or Disability bullying, or because a child is adopted or has caring responsibilities.

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4.5 Bullying might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgments about each specific case.

4.6 Rigby (2002) described bullying as a 'systematic abuse of power'. It is this imbalance of power that is key in considering whether an incident is bullying or not.

5 Aims and objectives

5.1 Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos which understands diversity, supports all pupils regardless of any differences and regards bullying as unacceptable.

5.2 We aim, as a school, to produce a safe and secure, social environment where all can be happy, learn without anxiety, and measures are in place to reduce the likelihood of bullying.

5.3 This policy aims to produce a consistent school response to any bullying incidents that may occur.

5.4 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the prevention and eradication of bullying in our school.

6 The role of governors

6.1 The governing body supports the headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

6.2 The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

6.3 A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher, and asks him/her to conduct an investigation into the case, and to report back to a representative of the governing body.

7 The role of the headteacher

7.1 It is the responsibility of the headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

7.2 The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

7.3 The headteacher ensures that all staff, including lunchtime staff, receives sufficient training to be equipped to identify and deal with all incidents of bullying.

7.4 The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

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- 7.5 The headteacher will ensure that stakeholders have an awareness of how the school responds to bullying through the promotion of Anti-Bullying Week, LGBT History Week, Black History Month, Zapp for kids, GR8 as UR, schools councils, peer mediators, school websites and throughout the formal and informal curriculum.
- 7.6 In extreme instances of bullying the headteacher may contact external support agencies, such as children's services, or police where the school suspects an offence may have been committed.

8 The role of the teacher and support staff

- 8.1 All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.
- 8.2 All teaching staff can record incidents on Bullying Incident Form (Appendix 1) which are kept in a folder (log book) in the headteacher's office and hand it to the headteacher. The Headteacher informs the child's parents or carers. Bullying incidents also form part of the headteacher's meetings with Year Group leaders, where follow up actions can be checked and evaluated.
- 8.3 The headteacher monitors the number of incidents and the children involved through the folder or log book.
- 8.4 We also record incidents that occur near the school, or on the children's way between school and home. Any adult who witnesses an act of bullying should record it using the same system.
- 8.5 Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. At the Infant school, our main method is the use of GR8 as UR program and STAR steps. Sessions use drama, role-play, stories etc to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children who are GR8 M8, and thus to help create a positive atmosphere. We openly discuss the difference between people that could motivate bullying and emphasise the issue that using prejudiced based language will not be tolerated. At the Junior school, the above issues are raised and discussed during PSHE and Philosophy4children lessons. GR8asUR compliments of the week are used to reinforce our ethos of celebrating diversity and equality. All staff across the Federation follow the school's behaviour policies and procedures.

9 The role of parents and carers

- 9.1 Parents and carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the headteacher. If they remain dissatisfied, they should follow the complaints procedure for schools, as detailed on the school website.
- 9.2 Parents and carers have a responsibility to support the school's anti-bullying policy, by actively encouraging their child to be a positive member of the school and reinforcing the value of good behaviour at home.

10 The role of pupils

- 10.1 Pupils are encouraged to tell anybody they trust, and keep on letting them know, if they or anyone they know is being bullied. Children are taught that witnessing bullying and not reporting it or being a 'bystander' to bullying is not tolerated.
- 10.2 Pupils are invited to tell us their views about a range of school issues, including bullying, through school council.

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11 Homophobic and Transphobic bullying

- 11.1 Angel Road Schools encourage children to treat all people as equal and celebrates diversity within school and society.
- 11.2 All staff will challenge any pupil heard using homophobic or transphobic language. Staff will teach children that using the word 'gay' to describe something or to mean something is rubbish, is wrong, why it is wrong, and that is not permitted in school.
- 11.3 All staff are aware of gender stereotyping and take action to discourage it. All staff will challenge pupils teasing other pupils for not behaving like a 'typical girl' or 'typical boy'. In addition to PSHE, our curriculum teaches children about different types of families (single parents, living with grandparents, having two mummies or two daddies) through discussions during Philosophy, images and stories depicting a variety of different families. Where possible, we aim to include LGBT people, who have made a positive contribution to society, into our school curriculum.

12 Cyber-Bullying

- 12.1 The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-Bullying can happen at different times of day, with a potentially bigger audience, and more accessories as people can forward on content quickly.
- 12.2 Cyber-bullying or virtual bullying can happen at any time of day with a much larger audience. The wide search powers included in the Education Act 2011 give headteachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.
- 12.3 We regularly evaluate our Online-Safety policy to take into account developments in technology.

13 Monitoring and review

- 13.1 This policy is monitored on a day-to-day basis by the headteacher, who reports to governors on request about the effectiveness of the policy.
- 13.2 The anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the school's anti-bullying folder/ logbook, where incidents of bullying are recorded, and by discussion with the headteacher. Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying, Homophobic and Transphobic bullying, or bullying directed at children with disabilities or special educational needs.
- 13.3 The effectiveness of this policy can also be monitored through the use of anonymous surveys, for adults and children. The use of worry boxes is also encouraged for children. Our Curriculum is evaluated regularly.
- 13.4 This policy will be reviewed every two years, or earlier if necessary.

Date of next review: Sept 2018

Appendix 1 Incident Recording Sheet

Appendix 2 Information for Parents on Dealing with Bullying at Angel Road Schools

Appendix 3 Information for Children on Dealing with Bullying at Angel Road Schools (Infant and Junior versions)

Angel Road Schools

Bullying and Behaviour Incident Sheet

Please use this sheet to record details of alleged bullying and any incidents relating to race, religion, culture, gender, sexual orientation, and SEND.

Date and time of incident	
Location of incident	
Details of people involved	
Bullying or single incident?	Frequency or duration of bullying behaviour
Type of bullying or incident (race, religion, culture, gender, sexual orientation, and SEND)	
Form of bullying (physical, exclusion, name calling, cyber bullying, verbal, damage to possessions, stealing possessions, spreading rumours, intimidation, teasing, threatening) <i>GIVE DETAILS HERE</i>	
Reported to headteacher by	
Have parents been notified? Date? Details of discussion	
Action taken	
RECORD FOLLOW UP ACTION	



Dealing with Bullying at Angel Road Schools

You should:

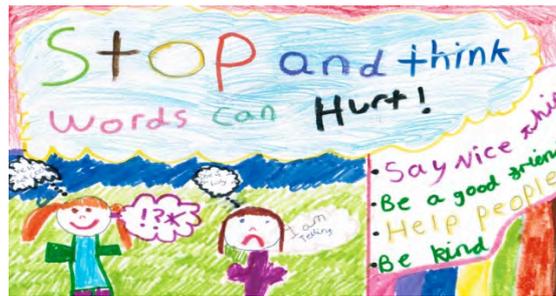
- ✓ Treat everyone with respect and kindness
- ✓ TELL an adult if you feel that you are being bullied or if you see someone being bullied.

What can I do if I am being bullied?

- ✓ Always tell somebody.
- ✓ Remember it is wrong.
- ✓ Say "No!" Walk away.
- ✓ Be proud of who you are. It is good to be an individual.
- ✓ If you are getting emails, texts or messages that make you feel uncomfortable, save them and show them to an adult. Do not respond to them.
- ✓ Adults in school will always listen to you.

What can I do if I know that someone is being bullied?

- ✓ TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully.
- ✓ Tell an adult immediately. Teachers will deal with the bullying without getting you into trouble.
- ✓ Do not try to deal with the bully yourself.



Dealing with Bullying at Angel Road Schools

INFORMATION FOR PARENTS

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Parents should:

- ✓ Contact the school as soon as they are concerned about their child. This can be done by speaking to your child's class teacher at the beginning or end of the day, or by telephoning and speaking to the Head teacher, Deputy Head teacher or Year Leader.

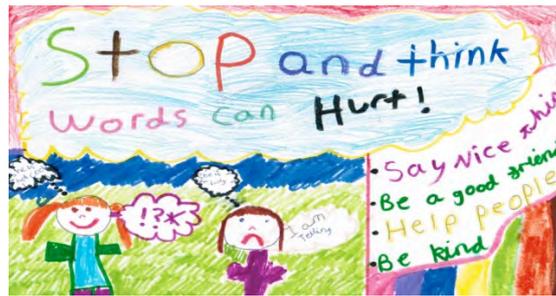
School will:

- ✓ Regularly discuss bullying in lessons and assemblies so that children know how to deal with difficult situations.
- ✓ Hold regular meetings between the Head teacher and Year leader to share information about any concerns that have been raised by children, parents or staff.
- ✓ Inform parents of any problems.
- ✓ Meet with victims and perpetrators of bullying to clarify the problem and agree a course of action.
- ✓ Deploy a member of staff to check with the pupils how the situation improves.
- ✓ Implement clear sanctions where bullying behaviour continues.
- ✓ Contact parents to discuss how the situation has improved.

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- ✓ Look out for any unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- ✓ Always take an active role in your child's education. Ask them how their day has gone, who they spent their time with etc.
- ✓ If you have concerns about your child being bullied, contact the school straight away.
- ✓ It is important not to advise your child to fight back. It can make matters worse.
- ✓ Tell your child that it is not their fault that they are being bullied.
- ✓ Reinforce the school's policy and make sure that your child is not afraid to ask for help.
- ✓ Support the school's anti-bullying policy by actively encouraging them to be a positive member of the school

If you are dissatisfied with the way that the school has dealt with a bullying incident, you should follow the school complaints procedure by initially contacting the class teacher. If concerns remain, you should contact the Head teacher.



Dealing with Bullying at Angel Road Schools

Bullying means people doing nasty things to you on purpose, more than once, which is difficult to stop.

INFORMATION FOR CHILDREN

You should:

- ✓ Treat everyone with respect and kindness
- ✓ Stand up! You're GR8 as UR

What can I do if I am being bullied?

- ✓ Talk to someone to sort out problems.
- ✓ TELL an adult or a friend or an All Star if you feel that someone is being unkind.

What can I do if I know that someone is being bullied?

- ✓ Always help other people to be kind.
- ✓ Tell an adult. Teachers will deal with unkind behaviour without getting you into trouble.
- ✓ Do not try to deal with the bully yourself.
- ✓ Remember everyone to make friends.





Dealing with Bullying at Angel Road Schools

Bullying is unkind behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

INFORMATION FOR PARENTS

Parents can:

- ✓ Look out for any unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- ✓ Always take an active role in your child's education. Ask them how their day has gone, who they spent their time with etc.
- ✓ If you have concerns about your child being bullied, contact the school straight away. This can be done by speaking to your child's class teacher at the beginning or end of the day, or by telephoning and speaking to the Head teacher, Deputy Head teacher or Year Leader.
- ✓ It is important not to advise your child to fight back. It can make matters worse.
- ✓ Tell your child that it is not their fault that they are being bullied.
- ✓ Reinforce the school's policy and make sure that your child is not afraid to ask for help.
- ✓ Support the school's GR8 as UR policy by actively encouraging them to be a positive member of the school

School will:

- ✓ Adopt GR8 as UR philosophy of 'feeling great and promoting positive and kind behaviour' through weekly lessons and special events.
- ✓ Hold regular meetings between the Head teacher and Year leader to share information about any concerns that have been raised by children, parents or staff.
- ✓ Inform parents of any problems.
- ✓ Meet with victims and perpetrators of bullying to clarify the problem and agree a course of action.
- ✓ Deploy a member of staff to check with the pupils how the situation improves.
- ✓ Implement clear sanctions where unkind behaviour continues.
- ✓ Contact parents to discuss how the situation has improved.



If you are dissatisfied with the way that the school has dealt with a bullying incident, you should follow the school complaints procedure which can be found on the website.