



Anti-Bullying Policy

2020-21

Chair of Governors signature: 

Headteacher's signature: 

Ratified:

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Person responsible for overseeing the implementation: Deputy Headteacher (Pastoral)



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ANTI-BULLYING POLICY

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1. Definition of Bullying

“Bullying is repeated behaviour which makes you feel uncomfortable or threatened whether this is intended or not”

We believe that all students have the right to be protected from bullying and abusive behaviour in school and on school trips. We will work in partnership with students and their parents to help **resolve bullying that takes place outside of school.**

This is an integral part of the Behaviour Policy and has been developed by working with parents, the student school council and staff.

2. Aims

- to minimise the number of instances of bullying through increasing awareness and understanding of this behaviour, its causes and consequences with the students, staff, parents and all others who make up the school community. We aim
- to ensure that all cases of bullying are dealt with consistently, fairly and in a timely manner to minimise the risk of reoccurrence.

3. Types of bullying (Peer on Peer abuse) include:

- Physical (punched, pushed or kicked)
- Verbal Intimidation/ harrasement (insults, personal comments, having rumours spread about them)
- Emotional / Psychological (being left out or not being spoken to, taking of someone’s personal items)
- Extortion (taking personal items or money from someone else)
- Racist (inappropriate comments based on ethnic background, colour or religious beliefs)
- Sexual (inappropriate touching, sexual innuendos and propositions, graffiti with sexual content, creation of internet porn sites, spreading films of sexual abuse on mobile telephones)
- Sexist (behaviour based on a person’s sexuality or gender, malicious gossiping, comments about someone’s appearance or attractiveness)
- Homophobic (verbal abuse, malicious gossip, intimidation, isolation, assault)
- **Disablist (such as malicious comments or being deliberately isolated by others)**
- **Cyberbullying (getting abusive or threatening text messages, emails or letters)**

4. Actions to minimise the risk of bullying

- Ensure students are educated and aware of all the information contained in this policy through PSHE, form time, lessons, assemblies and activities such as mentoring and drama
- Use all support and training available to the school. For example PCSO, counselling , external speakers and external facilitators and training providers

5. Responsibilities of Stakeholders:

We expect our students to:

- Not become involved in any kind of bullying, even at the risk of becoming temporarily unpopular.
- Intervene to protect another student who is being bullied, unless it is unsafe to do so.
- Tell a member of staff if they have seen or think someone is being bullied
- Be caring and respectful
- Be proactive in joining in with anti-bullying schemes such as mentoring or activities.
- We would please ask that anyone who finds themselves a victim of bullying to not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets

We expect our staff to:

- Develop our students' self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our students
- Discuss bullying regularly, so that every student learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to changes in the behaviour of students eg. signs of distress, withdrawn behaviour, and other possible indications of bullying
- Listen to students who have been bullied or think they may be a victim of bullying and always take what they say seriously and act to support and protect them
- Look into and deal with an incident of bullying or report it to either the tutor or Head of House and record on SIMS
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken
- Always refer to the unwanted behaviour as unacceptable rather than the student
- Deal with observed instances of bullying promptly and effectively, in accordance with the agreed procedures

We ask our parents to:

- Reinforce the definition of bullying in order that unwanted behaviour is correctly named
- Advise their children to report any bullying to their tutor, Head of House or a member of staff they feel comfortable talking to
- Explain the implications of allowing the bullying to continue unchecked, for themselves and for other students, reassuring them that action will be taken and that the school will take strong measures to ensure there are no repercussions as a consequence of sharing their concerns

- Watch for signs of distress or unusual behaviour in their child, which might be evidence of bullying
- Advise their child not to retaliate to any form of bullying
- Inform the school immediately where appropriate of any suspected bullying, even if their children are not involved
- Work in partnership with the school to support the implementation of this policy

6. Procedures for investigating and dealing with cases of suspected bullying

Staff will:

- Investigate the situation in a thoughtful, circumspect non-judgemental manner, listening to all parties involved and taking statements. Involve external agencies if deemed appropriate (report to Police/ MASH referral).
- Establish the root cause of the bullying.
- Determine a timeline to establish the period of time the bullying has been going on.
- Contact parents/carers of all students concerned in the incident
- In the first instance, it is important to make clear to the victim that revenge is not appropriate, and to the bully that such behaviour is unacceptable and that they will be supported and listened to
- Work with the parents of the student who is being bullied, and of the student who is bullying, in order, to find solutions to the bullying issue.
- Ensure students who bully others are managed through the whole school behaviour policy in terms of sanctions and understand that any negative repercussions towards the student who has shared their concerns is unacceptable and will be a serious breach of our behaviour policy
- Ensure that the student who has displayed bullying behaviour understand the impact and possible consequences of their actions on others
- Provide support for the victim, arranging a restorative meeting if all parties are comfortable with this
- Provide support, information and advice as needed for the student who has bullied others to ensure no further reoccurrence, involving outside agencies if necessary
- Feedback to students and parents
- Continue to monitor over several weeks to ensure that there are no further incidents and that the student who has been a victim of bullying feels safe and comfortable



Dealing with Peer on Peer Abuse

Students who are bullying others can expect that:

- Their behaviour will be challenged and dealt with as part of the whole school behaviour policy
- We will give them the opportunity to change their behaviour and support them in doing so
- We will give them the opportunity to make amends to the victim
- We will work with them to look at the reasons why they are bullying others
- We will offer the chance to work with people outside of school if appropriate
- They will have regular meetings with staff to monitor their behaviour

Students who have reported that they feel bullied can expect:

- That their concerns will be listened to
- That the situation will be dealt with as robustly as we are able

Students reporting incidents of bullying behaviour

We will provide various routes for students to report bullying that are simple and allow anonymity if desired.

- A drop box facility at various points around the school
- Each form group to have at least one designated senior student to listen and help those students who feel they are being bullied
- Reminding students regularly of the key staff who may well be best placed to help