



ANTI-BULLYING POLICY

1. Staff Responsible:

Mr Josh Kinsey	Deputy Headteacher Support, Care, Guidance (SCG) Designated Child Protection Lead
Mr Stuart Cadman	Assistant Headteacher Support, Care, Guidance (SCG)
Mrs Jackie Webb	Child Protection Assistant
Ms Elaine Green	Assistant Inclusion Manager / Child Protection Assistant

2. Context of the policy

This policy has links with a number of other school policies including:

- Support, Care & Guidance Policy
- Health & safety Policy
- Equal Opportunities Policy
- Confidentiality Policy
- Safeguarding Policy
- PSHE Policy
- Citizenship Policy
- School visits Policy

3. Definition of bullying

Most definitions of bullying have three things in common:

1. it is deliberately hurtful behaviour
2. it is repeated often over a period of time
3. it is difficult for those being bullied to defend themselves

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist taunts, graffiti, gestures
- Unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber, all areas of internet, such as email & internet chat room misuse
- Mobile threats by text messaging, social media & calls
- Misuse of associated technology, i.e. camera & video facilities

The level of distress will vary from individual to individual but the fact that distress has been caused is enough for us to act. We should not, therefore, make valued judgements on whether the student is justified in being distressed in deciding whether to take action. All reported incidents of bullying must result in action.

4. Aims and objectives of Policy

- To stop all bullying in school.
- To make all children, staff, parents and Governors aware of our commitment to eradicate bullying in the school community.
- To provide help and procedures for students, staff and parents so that they may counter bullying.

5. Signs and Symptoms

A child may indicate by signs or behaviour that he or she is bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to go on the school / public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Comes home starving (money / lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use internet or mobile phone
- Is nervous & jumpy when cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

6. Preventative Measures

Students should be assisted in the following broad ways:

- a) All students should be discouraged from bullying
- b) All students should be equipped with the skills and knowledge to enable them to act effectively if bullied.

The following measures are employed:

- PRIMARY LIAISON – A Transition Manager works closely with our partner primary schools to support our future students in their primary setting. Primary students visit Moreton on a regular basis and spend two full days at Moreton in the summer term prior to their arrival, as well as a summer school programme. Here they meet their Form Tutor, Tutor Group, Head of Year and Pastoral Managers. They are also reassured that their fears are largely unfounded and gives them the information of who to go to if they are concerned in any way.
- ASSEMBLIES – are used as a vehicle for highlighting the issue of bullying, and its impact on others.
- PSHEE PROGRAMME – Anti-bullying work in tutor time and timetabled PSHEE lessons.
- NON-TIMETABLE DAY/EXTERNAL AGENCIES VISITS – Outside agencies such as Love4Life, School Nurse, and Theatre companies tackle issues such as bullying and peer pressure.
- STUDENT PLANNER – Every student owns and carries their Moreton planner. Inside the planner there is a section regarding bullying, giving advice to students if they see, suspect or are the victims of bullying.
- ROLE MODELS – Staff act as role models, promoting positive relationships across the school. All staff should also be vigilant in identifying bullying behaviour in their lessons, in moving about the school and whilst on duty. All instances of suspected bullying should be dealt with immediately by the member of staff who has observed it. If students understand through our day to day behaviour that bullying will not be tolerated, it will do much to eradicate existing instances.
- "DROP IN" sessions are in action during lunchtime, run by staff and the school nurse, for students to go and talk about their problems.
- BULLY BOX – There is a Bully Box in the Student Support Centre where students can leave a note for relevant staff to report incidents of bullying. This is confidential.
- PASTORAL STRUCTURE – Students are able to access a number of additional staff in the building to report incidents or talk about their problems. These include; Form Tutor, Pastoral Managers, Heads of Year, SENCO, Inclusion Manager, Student Support Centre staff, Educational Psychologist and the Attendance Team.

7. Dealing with incidents of bullying

Students should be encouraged to report any incidences of bullying to their form tutor and / or Heads of Year. However, students are likely to choose a member of staff who they personally trust to report incidents of bullying.

As a general rule it should be that member of staff who deals with the situation initially. If, for whatever reason, a member of staff feels that the incident would be better referred to the Form Tutor, Head of Year, Pastoral Managers or Senior Teacher they should negotiate with and inform the student that they will refer the matter.

All reported cases of bullying are treated seriously and dealt with on an individual basis. Care must be taken to ascertain the true facts of the situation.

The following procedure must be followed by all staff dealing with an incident.

- An interview should be conducted with all those involved with a view to conflict resolution. It should be made clear to the bully at this meeting how their actions are affecting the victim. The parents / carers of both victim and bully will be informed by telephone. A school detention will be issued and warning given regarding future conduct.
- Experience shows that in the vast majority of cases this procedure will effectively solve the situation. However, the victim should be told that any further occurrence should be reported to the original member of staff. This is important because if they go to different member of staff there will be no knowledge of the previous incident.
- A second report of bullying involving the same students will result in the parents of the bully being invited into school to enlist their help and support in preventing further incidents. A fixed term exclusion will be issued to the bully, the length dependant on the seriousness of the incident. This will be coupled with a warning that if the situation occurs again the bully would be at risk of permanent exclusion. The parents of the victim should also be contacted at this point to keep them informed.
- Any further reports of incidents involving the same people will result in a longer fixed term exclusion and a meeting with the Governors Disciplinary Committee prior to determine whether the bully should return to the school.
- In all incidents, at whatever stage, the school police liaison officer may be informed and asked to support the school and the victim.

8. Physical Contact

As stated in the school planner, any incidents of serious physical contact between students will result in a fixed term exclusion. The length of the exclusion will be determined by the nature of the incident.

9. Cyber Bullying

It is important to note that bullying may well take the form of text messaging, social media, email or web chat. These are equally as distressing and often more difficult to notice. All students should report any incidents of cyber bullying to staff. Students should equally be encouraged to save, print off and show any such incidents to the person to whom they report the incident.

Incidents of cyber bullying will be treated in the same manner as other instances of bullying.

10. Recording Bullying

Any incidents of student bullying must be recorded and reported **in writing** to the Assistant Headteacher, Support, Care and Guidance. A copy should also be included in the student file.

Serious incidents are recorded centrally and reported termly to the LA.

11. The role of Parents / Carers

Parents / Carers have an important role to play in supporting both their child and the school where they have concerns about bullying. Parents / Carers are encouraged to contact the school with their concerns through the Form Tutors, Heads of Year or Senior Leadership Group. Bullying issues are dealt with by the SCG team with ultimate control resting with the Assistant Headteacher SCG.

12. The role of Governors

Governors have a key role to play in the development of the anti-bullying policy. Governors are consulted in the formation of the policy, while it is discussed and ratified by the whole governing body. Governors support staff in the implementation of the policy. Governors reports also contain information regarding bullying incidents in school.

13. Dissemination of the Policy

Parents are informed of the policy at new intake parents' evening each year and it is available online. Parents are alerted to any changes via the Headteacher's letter to parents each term.

New staff are informed of the policy as part of their induction programme. Governors review the policy on a regular basis.

14. Help Organisations

- Advisory Centre of Education (ACE) 020 7354 8321
- Children's Legal Centre 0845 345 4345
- KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 08451 205 204
- Parentline Plus 0808 800 2222
- Youth Access 020 8772 9900

Information is also available on numerous sites on the internet. Recommended sites are:

www.gethelpwithbullying.org.uk

www.dfes.gov.uk/bullying

www.antibullying.net

www.kidscape.org.uk

www.bbcllc.com