

Anti-Bullying Policy

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| Author: | CIR |
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1. Aims of the Policy

Safeguarding our students and staff is a priority at Rosebery School. It is essential that all members of the school feel safe and confident within the learning community. Bullying will not be tolerated at school, or on any educational trips, activities, or via the internet. It is imperative that all students and staff report each incident of bullying and that the issue is dealt with promptly and effectively. We aim to build a culture of care, consideration and respect and this is articulated clearly in our values statement, ***The Rosebery Way***:

- *All members of our community are shown the level of respect and kindness that we would expect for a member of our family*
- *High expectations are never set by creating a fear of failure; they are set by demonstrating belief in each other's ability to achieve*
- *Members of our community who do not meet our expectations are supported to help them to do so*
- *We never ask anyone to do anything that we would not be prepared to do ourselves*
- *We act with integrity by doing the right thing whether or not anyone is watching*

2. We aim to:

- safeguard students and staff who experience bullying, offering appropriate support to meet the needs of the victim;
- ensure the disciplinary procedures are followed and appropriate sanctions in place to prevent further acts of bullying;
- ensure designated restorative time is given to work with the perpetrator, allow them to recognise and learn from their experience and thereby prevent recurrence of the incidents;
- be committed to addressing and tackling all types of bullying;
- develop and implement a non-bullying ethos for the whole school community.

Bullying is defined as the activity of repeated, aggressive, overbearing, intimidating or persecuting behaviour, intended to hurt another individual, physically, mentally or emotionally. There are, however, occasions whereby one act may constitute bullying.

3. Bullying can be:

- physical assaults, such as hitting, pushing, kicking;
- verbal: name calling, teasing and gossiping;
- non-verbal: exclusion, ignoring, spiteful texts and emails, graffiti;
- emotional: threatening, tormenting, intimidating or humiliating;
- racist: name calling, racial taunts, gestures;
- sexual: unwanted advances of a sexual nature through words and or actions;

- homophobic: motivated by prejudice against a person's actual or perceived sexual orientation or gender identity through name calling, intimidating behaviour, physical threats - homophobic, biphobic and transphobic (HBT) bullying and language is unacceptable;
- cyber: through electronic communication (including the use of social media) to bully a person, typically by sending messages of an intimidating or threatening nature - this could be through direct messages or posting of messages that may be learnt about via others;
- disability/SEN: targeted bullying focusing on disability or special educational needs;
- faith and religious belief/non-belief, based on a person's private religious convictions;
- age- targeted exclusion on the basis of age.

At Rosebery we recognise that within our community there are defined vulnerable groups. The following list is not exhaustive and is accurate to the best of our knowledge at the time of printing and we acknowledge that list will change throughout the life of this policy:

- LGBTQ+ (lesbian gay, bisexual, transsexual and queer) pupils and staff;
- ethnic minorities, including traveller communities;
- disabled and individuals with additional needs, including SEN;
- age groups;
- gender groups.

4. Procedures for managing incidents of bullying

The following steps will be taken when dealing with incidents:

- if a student reports bullying, this should be referred to the HoY immediately;
- the HoY should arrange for a statement from the student using the Statement Form (Appendix 1);
- the HoY should investigate the matter fully; additional statements should be taken as required to inform the investigation.;
- a clear written account of the incident will be recorded on the Investigation of Bullying Form (Appendix 2);
- the matter should be discussed with the HoY's line manager to confirm whether the incident is going to be categorised as a bullying incident and to determine the actions that will follow;
- all paperwork related to the incident should be saved in the M Drive (2 Pastoral/Bullying documentation). Behaviour points should also be added to PARS if appropriate, and the bullying log should be updated;
- serious incidents will be reported to the Headteacher;
- relevant subject staff and the tutor will be advised of the incident as appropriate;
- parents/carers will be informed;
- Punitive measures will be used as appropriate and in consultation will all parties concerned.
- a centralised log of all bullying incidents will be maintained and regularly reviewed by the pastoral and Leadership Team;
- students who have been bullied will be supported by offering an immediate opportunity to discuss the experience with a member of staff. A restorative approach will be taken wherever possible to resolve the issues. They will be offered ongoing support and where necessary intervention will be put in place to restore self-esteem and confidence;
- students who have bullied will be helped by being given the opportunity to discuss what happened and to explain their involvement. A restorative approach will be taken wherever possible to resolve the issues;
- students who have witnessed bullying will be supported to discuss what they have seen and to be reassured that appropriate action will be taken.

5. What is a restorative approach?

The aim is to improve relationships; it prevents and resolves conflict by bringing students together to resolve the issues themselves, focussing on repairing harm and enables students to see and understand the other side. It is a series of questions and brings students together in a safe environment. The process is quite structured so students should feel it is fair and respectful. It improves relationships and enables students to deal with future conflict, stops rumours and gossip as people talk to each other directly.

6. Possible sanctions

The following disciplinary steps can be taken:

- official warnings to cease offending;
- exclusion from certain areas of school premises;
- removal of unstructured time at break and lunchtimes;
- internal exclusion;
- fixed-term exclusion;
- permanent exclusion.

7. Roles and responsibilities

Governing Body: Governors are responsible for ensuring that this policy and related procedures are implemented.

Headteacher: Headteachers have a legal duty under the School Standards and Framework Act 1998; Equality Act 2010; Preventing and Tackling Bullying 2014, to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and students. The Headteacher will ensure that awareness of bullying is raised through inclusion in the PSHCE and tutor time curriculum, in assemblies, with Student Voice and the JLT, with the aim of eradicating bullying behaviour.

Staff: the staff are responsible for responding to changes in behaviour of students which might suggest that they are a victim of bullying. They should create a climate in their classroom where bullying is not accepted and where students are encouraged to report any cases of bullying. When staff discover a case of bullying, they must act swiftly to follow school policy and procedures.

Parents/Carers: parents/carers should contact their child's tutor or Head of Year in the first instance to report any incident of bullying about which the school might not be aware. Parents/carers may bring concerns directly to a member of the Leadership Team, or the Headteacher, if they feel that an issue has not been dealt with in a satisfactory manner.

8. Bullying of staff

At Rosebery School all members of the community should treat each other with mutual respect and in a way that makes everyone feel valued and part of the Rosebery community. Where a member of staff feels that they have been treated in an unreasonable way, or in a way that makes them feel undervalued, or bullied, they should speak in confidence to their Line Manager, a member of the Leadership Team or the Headteacher.

9. Monitoring and evaluation

The Anti-Bullying Policy will be reviewed annually.

Student Statement Form

'Honesty is always the best policy'

Appendix 1



Rosebery School

Excellence. Endeavour. Opportunity.

Dear Student

This is your opportunity to explain precisely what happened. Please ensure your account is truthful and stick to facts that you know to be true, what you saw and heard for yourself.

Please:

- write clearly and ask if you need help;
- be as specific as possible;
- use the first and second names of people so that we know who they are.

My name is:

I am in: (Tutor Group)

This happened on: (Date)

At: (Time)

Witnesses: (these are the other people who saw it happen).

| Name | Tutor Group | Name | Tutor Group |
|------|-------------|------|-------------|
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This is what happened:

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This is a true version signed by:

Date:

Dotted lines for writing.

This is a true version signed by: **Date:**

Investigation Following Report of Bullying

Appendix 2



| | |
|---|--|
| Name/tutor group of student reporting bullying | |
| Name(s)/tutor groups of alleged bully/bullies | |
| Name(s) of others involved or present | |
| Name of member of staff investigating bullying | |
| Date of incident which has led to the investigation | |
| Names of students from whom statements have been collected | |

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|---------------------------------|
| Summary of Investigation |
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Please delete as appropriate:

Investigation confirms that this **IS** an incident of bullying
 Investigation confirms that this **IS NOT** an incident of bullying

If bullying confirmed, under which category will it be logged?

Please tick and date when added to bullying log on SIMS

| | | | | | | |
|--------|--|-----------|--|------------|--|-----------------------|
| Verbal | | Cyber | | Homophobic | | Other (specify below) |
| Racist | | Emotional | | Physical | | |

Actions/sanctions to follow:

| Action | Details/date/by whom |
|------------------------------------|----------------------|
| Restorative justice with HoY/other | |
| Verbal warning given | |
| Detention given | |
| Phone call(s) home | |
| Letter home | |
| Bullying contract issued | |
| Internal exclusion | |

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|--|
| State any additional support offered to students involved in this incident: |
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Signed Date.....

**ADD THIS DOCUMENT AS A LINKED DOCUMENT TO THE RELEVANT SIMS STUDENT RECORDS.
 ALSO SAVE IN THE BULLYING LOG FOLDER ON THE M DRIVE: (2 Pastoral/Bullying documentation)**