

David Nieper Education Trust



Anti-Bullying Policy

**This policy was originated by Emma Merchant – Assistant Headteacher
It was approved by the Governing body
on 22 May 2017**

It is next due for re-approval in Summer 2018

We believe that our anti-bullying policy should enable all of our children and young people to enjoy school and develop without the fear of physical, verbal or emotional threat of harm.

The definition of bullying is-

‘Behaviour by an individual or group repeated over time, that intentionally hurts another individual or group either physically or emotionally’

Introduction

At David Nieper Academy we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential.

We want pupils to feel safe in the academy. It is important that they understand and can recognise bullying behaviour so that they feel confident to seek support from staff or a trusted adult should they feel unsafe.

At the academy we do not tolerate bullying, we pursue an active policy of prevention and deal with incidents promptly and effectively when they arise. We expect all members of the academy community to play their part in preventing and if necessary identify and stopping bullying.

Definition of Bullying

'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'.

Safe to Learn: embedding anti bullying work in schools (2007).

A simpler definition that is sometimes used is;

'Behaviour that causes upset to others that is done more than once and on purpose'

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This particularly applies in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved and if the behaviour puts the victim in danger if there is no intervention by an appropriate adult at the school.

What does bullying look like?

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.
- cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet which is a legal offence under the Protection of Children Act 1978 and the Criminal Justice Act 1988

Sharing inappropriate pictures:

Section 1 of the Protection of Children Act 1978 creates various offences regarding the taking, making or distributing indecent photographs (or pseudo-photographs) of a child.

1(1) Subject to sections 1A and 1B, it is an offence for a person -

- (a) to take, or permit to be taken, or to make, any indecent photograph or pseudo-photograph of a child; or
- (b) to distribute or show such indecent photographs or pseudo-photographs; or
- (c) to have in his possession such indecent photographs or pseudo-photographs, with a view to their being distributed or shown by himself or others.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Why are children and young people bullied?

Specific types of bullying include:

- bullying related to race, religion or culture
- bullying related to special educational needs or disabilities
- bullying related to appearance or health
- bullying relating to sexual orientation
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Bullying can take place between:

- young people
- young people and adults
- between adults
- individuals or groups

Reporting and Responding to Bullying

Our academy has clear and well publicised systems to report bullying for the whole school community (including students, staff, parents/carers) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders).

All reported incidents will be taken seriously and investigated thoroughly by the Anti-bullying coordinator and the pastoral team. Parent/carers will be informed and the police may be contacted.

Roles and Responsibilities

The Headteacher – Has overall responsibility for the policy, its implementation and for liaising with the governing body, parents/carers, LA and outside agencies as well as appointing an Anti-bullying Coordinator who will have general responsibility for managing the implementation of this policy.

The Anti-bullying Coordinator in our school is: Mrs Howard

Their responsibilities are:

- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour

The nominated Governor with the responsibility for Anti-bullying (Behaviour) is: Anne Birch

Students will:

- Give dignity and respect to others
- Report all incidents of bullying to a member of staff

Parents/Carers will:

- Report concerns to the appropriate Tutor
- Support strategies put in place by David Nieper Academy

All Staff will:

- Give and receive dignity and respect to others
- Treat all reported incidents seriously
- Report incidents to the appropriate Pastoral Support Manager
- Implement any strategies put in place to prevent further incidents
- Use the curriculum to raise awareness of the negative effects of bullying and discrimination

Pastoral Support Managers will:

- Coordinate strategies to prevent bullying
- Investigate allegations
- Support victims, both immediately and by offering longer-term solutions such as mediation, restorative approaches
- Develop and deliver behaviour modification programmes for bullies and victims
- Liaise with outside agencies, for example Focus Mediation, Behaviour and Attendance Support Service, as appropriate

SLT will:

- Support staff in dealing with bullying incidents
- Be directly involved in fostering positive relationships at David Nieper Academy and raising awareness of the negative effects of bullying
- Take action with regard to persistent offenders
- Oversee liaison with outside agencies
- Ensure that the Anti-Bullying Policy is regularly monitored, evaluated reviewed and discussed with the School Council

Governors will:

- Monitor incidents of bullying
- Support the Anti-Bullying Charter

Recording Bullying and Evaluating the Policy

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be stored by the Anti-bullying Coordinator.

The information stored will be used to ensure individuals incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy.

This information will be presented to the governors as part of the annual report.

The policy will be reviewed and updated annually.

Strategies for Preventing Bullying

As part of our on going commitment to the safety and welfare of our pupils we have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- Peer mentoring and peer mediation

- Restorative Justice

- Counselling

- Safe Internet Use and Cyberbullying guide on website

- PSHE curriculum

- Specific curriculum input on areas of concern such as Cyberbullying and internet safety

- Student voice

- Parent information

- Staff training and development for all staff

- Signposting to external agencies eg Kidscape, Childline, Anti-bullying Alliance, Focus Mediation

Links with other policies

Rewards and Behaviour Policy
Safeguarding Policy

References Documents and Related Policy/Guidance

National Documents

- Safe to Learn- DCSF Guidelines
 - Embedding anti-bullying work in schools – DCSF-00656-2007
 - Homophobic bullying – DCSF – 00668-2007
 - Cyberbullying – DCSF – 00658-2007
 - Bullying Involving Children with Special Educational Needs and Disabilities – DCSF 00372-2008

www.teachernet.gov.uk/publications

- ☐ Cyberbullying - supporting school staff
- ☐ Cyberbullying - A whole – school community issue-