

Policy Document

B4 - Anti-Bullying Policy Document

We at Boldon School aim to create a safe environment where all members of the school community feel secure, valued and respected. Boldon is a school where every child matters and we want all students to achieve the 5 national outcomes of

- being healthy
- staying safe
- enjoying and achieving
- making a positive contribution
- achieving economic well being.

Definition of Bullying in Boldon School

Bullying is a conscious and wilful act of aggression and/or manipulation by one or more people against another person or people. This act may be repetitive, or the fear of the victim may be, that a single act may be repeated. Bullying is an abuse of power by those who carry it out. It may last for a short period or go on for years. It is at times premeditated and often opportunistic: sometimes it is directed mainly towards one victim/target, and may occur serially or randomly. A BULLYING INCIDENT IS ANY INCIDENT WHICH IS PERCEIVED TO BE BULLYING BY THE VICTIM OR TARGET AND SHOULD BE TREATED ACCORDINGLY. It may be physical, verbal, sexual or psychological in nature. It may involve electronic means such as phoning, texting or the use of other ICT or social media (Cyberbullying). It includes:

- racism
- sexism
- homophobic comments
- name calling or insults or cruel remarks
- taking possessions
- unpleasant phone calls/text messages/e-mail messages/internet usage e.g. Facebook etc.
- bribery/extortion
- deception
- 'framing' someone
- forcing someone to try something dangerous
- graffiti
- hiding equipment
- ignoring, excluding, isolating someone
- making fun of appearance
- mimicry
- prejudice towards beliefs
- pressure to conform
- physical abuse (biting, hair pulling, hitting, kicking, locking in a room, pinching, punching, scratching, spitting)

- poison pen letters
- public humiliation
- 'rubbishing' the family
- sarcasm
- spoiling work
- spreading rumours
- threatening someone
- photographing someone without their consent
- rude gestures

The following fall into the category of CRIMINAL ACTIVITY

- Racial abuse
- Sexual abuse
- Assault with a weapon
- Grievous bodily harm
- Seriously threatening to kill or harm
- Serious theft.

Aims of the anti-bullying policy

1. To promote a safe, secure and happy environment.
2. To have strategies in place to prevent bullying from occurring.
3. To create school conditions that minimise the possibility of bullying.
4. To produce a school ethos that views all forms of bullying as unacceptable behaviour, regardless of the provocation.
5. To encourage all students to reject bullying and report it.
6. To involve the whole staff, the children and parents in recognising and dealing with bullying and being aware of the school anti-bullying policy.
7. To make it known that all bullying is taken seriously and students who are bullied are helped.
8. To take measures to protect all parties while issues are resolved.
9. To show commitment to overcoming bullying by practising zero tolerance.
10. To have calm, consistent procedures for dealing with bullying if it occurs.
11. To ensure that staff are aware of their role in fostering the knowledge and attitudes which will be required to achieve these aims.

Strategies for tackling bullying

- Publicity around the school advise students about what to do **when** they are being bullied, **after** they have been bullied, and what information they need to give to the adult they are talking to about bullying. This publicity strongly encourages students to speak up.
- We encourage others to help by reporting observed bullying, and we frequently remind students that bullying thrives on a bed of secrecy.
- We often involve the police with incidents of bullying, especially with racial and homophobic bullying.

- Bullies are punished. Usually this involves time in our Behaviour Support Centre.
- Exclusion is a possible outcome for students who harass others without reason and cause distress. The victim/target is kept informed of the sanction given to the bully. Victims/targets are encouraged to report it immediately if there is further unpleasantness.
- Our comprehensive anti bullying policy is given to all staff and is available for parents from the school office and is on the school website.
- Staff keep a close watch on all areas of the school. From 8.00 am staff are on duty at the Bistro and from 8.20am staff are present inside and outside of the school. The school is fully supervised at break, lunch and after school.
- All students have regular PSHCE and Citizenship lessons. It is the responsibility of the Director of Learning to build work into their PSHCE and Citizenship programme every year on bullying. The school has made a big financial commitment to anti bullying resources.
- Bullying is a regular subject of year group assemblies.
- Guidance sheets are available for parent/carers, staff and students.
- Our surveys of parents/carers, students and staff keep us informed of where and when unpleasantness takes place, enabling us to make changes or to respond to situations appropriately. Feedback of results is given to all involved.
- Often victims/targets need help to repair some of the damage caused by bullying. Our extensive pastoral team deliver courses on raising self esteem and re-building confidence. The school Learning Mentors and pastoral team work with victims/targets and bullies in a one to one situation and in small groups.
- When necessary we make referrals and victims/targets are then given the help, support and advice they need from outside agencies.
- Sometimes students who are bullied prefer to talk to another student. Some students have been trained as peer supporters/peer mentors, and together with our Learning Mentors, they hold regular drop in clubs and any student can attend.
- Bullying is a topic for Year Council meetings. Students are encouraged to forward to their Council any ideas they have to make Boldon a safer school.
- CCTV cameras outside and inside of our buildings monitor everything that happens 24 hours a day, 7 days a week. This makes it much easier to identify bullies.
- A bullying log is kept in the school office. Staff record reported incidents, action taken and inform the relevant Director of Learning. All racist and homophobic records are completed and the Director of Learning is always informed. The logs are analysed termly and action is taken.
- The staff do all they can to prevent bullying by:
 - rewarding positive behaviour and developing an environment where behaving well gets a child noticed more than behaving badly;
 - making responses in lessons which promote positive attitudes and values, building self esteem and helping students to develop friendship skills, conflict management skills, independent problem solving skills, and understanding of their feelings and other people's feelings;
 - keeping a close watch on areas that students have identified as those where they feel least safe;
 - identifying vulnerable children, for example, those with no friends or new to the school, and by trying to include them in social groupings and activities, and if necessary, by seeking support from the Learning Mentors and other relevant staff;
 - teaching students how to deal with bullying: this is largely done in PSHCE and Citizenship

- lessons;
 - being good role models.
- Staff respond to bullying without delay.
 - Staff deal with bullying by using solution focused mediation. The aim is to find solutions to repair the damaged relationships between children. Everything is done to encourage bullies and those who colluded to behave in a more acceptable way.
 - Guidelines employed in the confidential mediation include: -
 - staff speak to students concerned and ask them to be honest (that is victims/targets, witnesses and bullies);
 - there is no verbal or non verbal threatening behaviour;
 - each child is given time to tell their side of the story without being interrupted;
 - everyone listens to what is being said;
 - bullies are asked to suggest one or two ways of making amends with the child who has been hurt or upset. Bullies are helped to develop an understanding of the damage caused by their bullying and aided to repair the damage caused to victims/targets. They also receive some punishment for their bullying behaviour;
 - staff make regular checks to ensure that the bullying has stopped;
 - parents are informed of procedures in place and actions taken;
 - students are reassured that they have done the right thing by telling someone and that anyone can be a victim/target and it is not their fault.
 - The anti-bullying policy is updated bi-annually. The policy also appears on the school website and parental comments are welcomed.
 - The policy focuses on bullying with regard to students, but in addition all staff are encouraged to report:
 - any bullying they themselves experience from other staff;
 - any bullying they themselves experience from students;
 - any bullying they observe between members of the staff;
 - any bullying they themselves experience from parents/carers;

PLEASE NOTE - staff must record any physical violence in the log in the school office and must complete a form and send it to the LA.

Only by presenting as good role models can we encourage a positive attitude to bullying in our students.
 - Above all, we convey the message that Boldon is a “listening and telling” school and that we each have the responsibility to look out for one another.

Bullying outside school premises

- Bullying that occurs outside school premises is not the direct responsibility of schools. However, as part of our duty of care we will take steps to help. These could include:
 - contacting the local police;
 - consultation with transport companies about bullying that occurs on public transport;
 - where bullying is perpetrated by students from another school, consultation with the head

- of that school to ensure a consistent approach.
- PSHCE work on bullying outside school premises is carried out.

Roles

1. The WHOLE STAFF is committed to following the anti-bullying policy and striving to create an anti-bullying ethos.
2. The DIRECTOR OF LEARNING and ASSISTANT PASTORAL LEADER:
 - monitor and respond to bullying within the year group;
 - make sure that all students in the year group are aware of the anti-bullying policy;
 - make sure that anti-bullying work is delivered in PSHCE and Citizenship lessons;
 - involve the police and outside agencies where appropriate;
 - involve parents in finding solutions to problems;
 and, in serious cases of sustained physical or emotional abuse, refer the matter to child protection, after consultation with the designated teacher for Child Protection.

Monitoring and Evaluation

- Annual monitoring of the policy by Deputy Head Teacher.
- The chair of governors is informed of repeated incidents of bullying.
- Views of staff and students are canvassed.
- Views of parents are requested via the website and sometimes in the form of a questionnaire.
- Incidents are recorded in a log and are analysed termly and the results are shared with staff, students and parents.

Policies and practices are regularly reviewed.

The Local Authority has recommended that the term 'target' is used instead of 'victim' and 'aggressor' instead of 'bully'. The staff and students were asked for their views via a questionnaire. The overwhelming majority preferred the original nomenclature of 'bully' and 'victim'. A small minority said they liked 'target', so for the present we use 'victim' and sometimes 'victim/target'. Everyone preferred the term 'bully'.

This will be reviewed regularly.