



Anti-Bullying Policy

Revision Schedule

Title	Anti-Bullying Policy
Version	1.0
Status	Approved
Approve Date	September 2018
Review Date	

Version	Status	Date	Author	Comments



Anti-Bullying Policy

1. Policy Statement

Context

Sir Thomas Fremantle School is committed to providing a caring, friendly and safe environment for all students and staff. We aim to promote positive individuality in our students and staff.

We recognise that in all organisations there can be those whose behaviour conflicts with these aims. This may take the form of bullying. Bullying is seen as physical or verbal abuse to another, which takes place on a number of occasions. It may involve bullying from one person or a few. If bullying does occur, all students and staff should be able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a member of staff.

What is bullying?

There is no legal definition of bullying. The Govt define it as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

2. Aims of the Policy

The aim of this policy is to provide students with a safe and secure working environment and to produce a consistent response by the school to any bullying incidents that may take place.

3. Recognising the Signs of Bullying

Bullying is deliberately harmful behaviour over a period of time. Staff will watch out for the signs and symptoms of the following forms of bullying.

Physical

- Verbal
- Indirect, e.g. spreading rumours or social exclusion
- Misuse of mobile 'phones, tablets or internet message boards and chat rooms

The school recognises that any student can be bullied but certain factors that can make bullying more likely are:

- A lack of close friends in the school
- Shyness
- Race, religion, sexual orientation or social class
- A disability or some other obvious difference, e.g. stammering or acne

Staff may suspect bullying is occurring if a student:

- Becomes withdrawn and anxious
- Shows a deterioration in his or her work
- Starts to attend school erratically
- Has spurious illnesses
- Persistently arrives late at school
- Prefers to stay with adults

4. Dealing with Bullying Incidents

Any incidents of bullying will be taken seriously and dealt with as quickly as possible. Staff will do all they can to support the victims of bullying and make it clear to the bully that this behaviour is not acceptable.

In dealing with bullying, school staff will:

- Not ignore it
- Not make premature assumptions
- Listen to all accounts of the incidents
- Adopt a restorative practices, problem-solving approach that encourages students to find solutions rather than simply justify themselves.
- Make regular follow-up checks to ensure that bullying has not resumed.
- Involve parents in a way which supports positive outcomes for all.

5. How Does the School Tackle Bullying Incidents?

The school promotes the belief that it is not only the responsibility of the victim to inform the adults of the situation but also adults and other young people who may know of or witness bullying.

We ask that where any member of our school community suspects bullying, it should be reported. This could be via any of the following:

- Directly to a member of staff.
 - To a parent or carer or sibling who will then alert school.
-  E-mail – at home or at school any student bullying issues can be emailed to stop@sirthomasfremantle.org

According to the nature of the bullying, various strategies will be employed. The Form Tutor, Subject Lead, Learning Leader or member of Senior Leadership Team will seek to resolve the situation.

In the case of sexual bullying, a Designated Child Protection Teacher will be immediately informed and the statutory protocols and procedures will be followed.

The Headmaster will become involved, if the behaviour of the perpetrator was likely to result in a fixed term or permanent exclusion.

6. Strategies Used to Resolve Bullying Issues

The strategies used will vary according to the nature of the incidents and the dynamics of the students involved. We will take a restorative practices approach to issues of bullying in school. Below is a selection of approaches:

- The bully may be asked to apologise.
- The bully may be required to sign a behaviour contract.
- Change of form groups or teaching groups.
- The victim and/or bully referred to a meeting for individual mentoring.

Each case will be monitored by the Form Tutor, Head of House or Leadership Team to ensure that repeated bullying does not take place.

7. If a Student is Bullied

Staff who receive a report of a bullying incident from a student will:

- Listen to the student's account of the incident.
- Reassure the student that reporting the bullying incident was the right thing to do.
- Make it clear to the student that he or she is not to blame for what has happened.
- Make a note of what the student says.

Explain that the student should report any further incidents to a teacher or other member of staff immediately.

Staff will ask the student:

- What has happened.
- How often it has happened.
- Who was involved.
- Where it happened.
- Who saw what happened.
- What he or she has done about it already.

8. Advice for Students

The school will advise students who are caught up in bullying incidents to:

- Stay calm and look as confident as possible.
- Be firm and clear, look the bully in the eye and tell them to stop.
- Get away from the situation as quickly as possible.
- Immediately tell an adult what has happened.
- Peer Support Services.
- Retain copies of any online communication which involves bullying.
- Not respond to any such communication.

Staff will refer all students involved in bullying incidents to the Peer Support Services at school, for example:

- Be-friending
- Circle of friends
- Support groups
- Mediation by adults

- Mediation by peers
- Assertiveness training groups

Students within the child's class can also be involved in discussions about how they might support the student being bullied and what they should do if they suspect that bullying is taking place.

9. Helping the Bullies to Change

Staff will spend time to help students who have bullied others to change their behaviour. If a student is bullying others, staff will:

- Talk to the student and explain that bullying is wrong and makes others unhappy.
- Discuss with the student how to join in with others without bullying.
- Talk to the student about how things are going at school, he or her progress and friends.
- Give the student lots of praise and encouragement when he or she is being kind and considerate to others.

10. Other Outcomes (more serious incidents)

If the bullying is very serious or sustained and interventions have proved unsuccessful, the following may be implemented:

- The bully may be placed on a Pupil Support Plan (PSP).
- A risk assessment may be carried out on the bully.
- Police involvement regarding the bullying behaviour.
 - *It should be noted that where serious cases of online or text based bullying occurs, the school may seek to involve specialist police officers in an educational role.*
- The bully may be excluded for a fixed term, or in very serious cases, permanently.

Sir Thomas Fremantle School recognises it has a responsibility to protect children within its vicinity, including areas immediately outside the school and the school buses. Events occurring in the home area should be tackled by parents through the usual community channels.

11. Preventing Bullying

The school will take every opportunity to demonstrate to students, through the curriculum and by example, that it is totally opposed to bullying.

Staff will not ignore bullying or suspected bullying. All school staff will, wherever possible, intervene to prevent bullying incidents from taking place.

The school will encourage students to report any incidents of bullying to a teacher or other adult at school. Students will be told that they may bring a friend with them if they wish.

The school will ensure that all staff, students and parents are aware of the school's anti-bullying policy.

Staff will praise and encourage students when they show kindness and consideration to others.

We will use a range of formal and informal teaching opportunities to prevent bullying. These will include:

- Formal assemblies
- PSHE time
- Anti-bullying conferences
- Support groups organised by and in conjunction with expert outside agencies
- Posters around school
- Use of mentors
- Communication home

The strategies contained within this policy document will be discussed with the School Council.

12. Dealing with Serious Bullying

If the preventative measures and peer support strategies do not succeed, serious bullying will be dealt with under the school's discipline policy. The bully may:

- Attend a meeting of the Headmaster and Governors' discipline committee.
- Be removed from a form or teaching group.
- Lose any break or lunchtime privileges.
- Lose Tablet computer privileges and/or have internet access removed.
- Be put in detention and miss enrichment activities
- Be banned from a school trip or sports event where these are not an essential part of the curriculum.
- Be excluded for a fixed period.

In the most serious cases, permanent exclusion could be used as a sanction if the bullying:

- Involves serious actual or threatened violence against another student.
- Amounts to persistent and defiant misbehaviour.

13. Recording Incidents

All incidents of bullying and discussions with the students involved will be recorded, along with the school's response. These will be reviewed by the Senior Leadership Team at least half-termly.

14. Co-operating with Parents/Carers

The school will work with parents in dealing with bullying. Bullying in school is everyone's problem. All staff, students and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone.

The school will ensure that parents are aware of the school’s anti-bullying policy. Parents, carers and families are often the first to detect signs of bullying. Common physical symptoms include headaches, stomach aches, anxiety and irritability.

The school will encourage parents who suspect that a child is bullying or being bullied to immediately contact the school and make an appointment to see the child’s teacher or form tutor as soon as possible.

Parents and carers will be informed of incidents and involved in discussions. The school will discuss with parents how they can work together to stop the bullying.

Where bullying has occurred via social networking sites, texts or other electronic media, parents are asked to retain copies for evidence and not to respond directly in any way.

15. Help Organisations

The additional contacts may be able to provide advice:

Advisory Centre for Education (ACE)		0808 800 5793
Parentline Plus		0808 800 2222
Children’s Legal Centre		0845 345 4345
Youth Access		020 8772 9900
Childline	www.childline.org.uk	0800 1111 (Free)
Bullying Online	help@bullying.co.uk	www.bullying.co.uk
Kidscape	www.kidscape.org.uk	0207 730 3300
The Samaritans	www.samaritans.org.uk	08457 90 90 90
Connexions Direct	www.connexions-direct.com	08000 688 336

16. Monitoring and Review

This policy is regularly monitored by the Headteacher and governing body to ensure that it is working as effectively as possible.

17. Policy Availability

A copy of this policy is stored in each year group and a copy is also held in the staffroom. It can also be downloaded from the school website.

18. Has This Policy Been Successful?

The following questions will be asked by the reviewing group to ascertain the success of the policy:

- How many incidents of bullying have been recorded in the past 12 months?
- Is there any evidence of actions resulting from students reporting incidents of bullying?
- Have the actions been effective, i.e. has the behaviour desisted?

- When talking to students in the school, is there an awareness of what bullying is and what to do if they encounter it?

Student, parent and staff will be asked to complete a bi-annual survey, the results of which will allow us to evaluate the effectiveness of this policy.

19. Policy Review

This policy will be reviewed annually in the Summer Term.

Agreed by the Full Governing body

Signed by: Chair of Governors

Date

Signed by: Neale Pledger; Headmaster

Date

