



**Chauncy School
Anti-Bullying Policy
2017 – 2018**

RATIONALE

At Chauncy we are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell staff and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that anyone who knows that bullying is happening is expected to tell an adult.

MISSION STATEMENT

At Chauncy School we actively promote positive interpersonal relations between all members of the school community regardless of age, ability, race, gender, sexuality or socio-economic background. This policy has been developed through consultation with all members of the school community – students, parents & carers, governors and all school staff.

PRINCIPLES

- Our students have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- Chauncy School will not tolerate bullying behaviour.
- Students reporting bullying will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

DEFINITION OF BULLYING

The ABA (Anti-Bullying Alliance) defines bullying as:

“the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.”

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of pupils. Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

Chauncy School has a responsibility to respond promptly and effectively to issues of bullying.

FORMS OF BULLYING

- Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. 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 - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours or teasing
- Cyber- All areas of internet, such as email & social media and instant messaging
- Mobile - threats by text messaging, calls and social media
- Misuse of associated technology, i.e. mobile phone, tablet, computer, camera & video technologies

LINKS WITH OTHER SCHOOL POLICIES

- Allegations of Abuse Against Staff Policy
- Behaviour and Attendance Policy
- Child Protection Policy
- Community Cohesion Policy

- Curriculum Policy
- Equalities Objectives
- E-Safety Policy
- Preventing & Dealing With Racist Incidents Policy
- Relationships & Sex Education Policy
- SEND Policy

PARTICIPATION & CONSULTATION PROCESS

- Awareness raising programmes (curriculum & parent information evenings)
- Annual staff survey results
- Annual student survey results
- Ofsted Parentview results
- Obtaining the views of elected student representatives e.g. class council,
- Student Forum
- Peer Mentor Scheme
- Seeking the views of parents at information evenings
- Feedback from Well-being Week activities and Theatre in Education opportunities
- Monitoring evaluation and review with governing body

ROLES & RESPONSIBILITIES

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.

SIGNS AND SYMPTOMS

A child may indicate by signs or behaviour that he or she is being 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 the internet or mobile phone
- Is nervous & jumpy when a cyber-message is received

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

PREVENTION

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- Swift and easy report and referral system using BehaviourWatch
- Inclusive Peer Mentoring scheme
- Peer Mentor lunchtime drop in sessions in the library
- Termly Peer Mentor training
- Annual National Anti-Bullying Week Activities and Year Seven Anti-Bullying Day in November
- Annual Staff training and workshops via Staff Conference
- Primary Liaison to include anti-bullying awareness and introduction to Peer Mentors on taster days and primary visits
- "What if" and "Be A Loudmouth" Anti-Bullying posters in form classes, student noticeboard and Study Centre
- Anti-Bullying Webpage on School Website
- 'Be A Loudmouth' anonymous anti-bullying post box in Study Centre and Reception
- School Code of Conduct that highlights the importance of anti-bullying
- Agreed Student Behaviour Contracts
- Student \ Parent meetings
- Relevant information such as help lines for Child Line UK. Parentline Plus and Bullying Online available from Pastoral Staff and in form classes, student noticeboard and Study Centre
- Cross Curricular awareness for example:
 - Such as writing stories or poems about bullying
 - Drawing pictures about bullying
 - Reading stories about bullying or having them read to a class
 - Making up role-plays (or using KIDSCAPE role-plays)
 - Having discussions about bullying and why it matters
 - Anti-Bullying Themed Assemblies
- Annual Anti-Bullying session prepared for Parenting Club

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR

- Students must report all bullying incidents to staff
- Bullying incidents will be recorded on BehaviourWatch, our bespoke electronic reporting and recording system
- Members of staff are encouraged to deal with low level bullying incidents in the first instance
- Reports of Bullying will be electronically forwarded to the Deputy Head Teacher (Pastoral), the relevant Learning Coordinator and the Pastoral Support Officer.
- Depending on the nature of the bullying incident close liaison with relevant staff such as the Headteacher, Senior Leadership Team, Learning Coordinators, Pastoral Support Officers, Tutors, Teaching and Non-Teaching Staff to co-ordinate a formal investigation may be necessary

- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- A range of sanctions may be applied depending on the nature of the bullying incident, for example:
 - Lunchtime Detentions
 - After School Detentions
 - Isolation from lessons
 - Fixed Term Exclusion
 - Permanent Exclusion
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, the Police and the Local Authority Children’s Services will be consulted or informed
- An attempt will be made to help the bully or bullies change their behaviour
- Where possible and where students are agreeable, both victim and perpetrator should be encouraged to talk together with the aim of reconciliation
- The Deputy Headteacher (Pastoral) will collate evidence and produce termly reports for the Governing Body and Senior Leadership Team

OUTCOMES

- Incidents are resolved quickly and efficiently with positive outcomes
- In serious cases, fixed term or even permanent exclusion will be considered
- Where possible, the students will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
- Reported cases of bullying reduce over time
- An anti-bullying culture and ethos is developed within the school

CONTINUOUS PROFESSIONAL DEVELOPMENT OF STAFF

- All staff receive a copy of the anti-bullying policy each year. New staff receive a copy of the policy upon joining the school
- We host anti-bullying awareness training for all Year Seven tutors as part of our Anti-Bullying Week in November each year
- All tutors are involved in the planning and delivery of our Well-being Week activities in November where anti-bullying is a theme
- All tutors are involved in the planning and delivery of seminar sessions that support Theatre in Education sessions which are run by Tip of the Iceberg, which cover many aspects of bullying
- We hold an annual conference for all staff where presentations, workshops and seminars are run to keep staff up to date with topics such as e-safety, cyber-bullying and prevention.
- Governing Body meetings, Senior Leadership Team meetings, Pastoral Team meetings and Tutor Meetings discuss anti-bullying as and when appropriate

HELP ORGANISATIONS

- | | |
|-------------------------------------|---------------|
| • Family Lives | 0808 800 2222 |
| • ChildLine | 0800 1111 |
| • KIDSCAPE | 020 7730 3300 |
| • Hertfordshire Children’s Services | 0300 123 4043 |

USEFUL WEBSITES

Anti-Bullying Network
www.antibullying.net

Anti-Bullying Alliance
www.anti-bullyingalliance.org.uk/

Beatbullying
www.beatbullying.org

Bullying UK
www.bullying.co.uk

Bullying.org
www.bullying.org

Bullying resource guide
[Bullying Information for Kids](#)

CoastKid
www.coastkid.org

Family Lives
<http://www.familylives.org.uk/>

Hertfordshire Grid for Learning
<http://www.thegrid.org.uk/learning/hwb/bullying/>

HGfL eSafety
<http://www.thegrid.org.uk/eservices/safety/bullying.shtml>

Kidscape
www.kidscape.org.uk

ThinkUknow
<https://www.thinkuknow.co.uk/>

MONITORING AND REVIEW

Policy last revised: 19th September 2017
Policy Revised by: Steve Walton (Deputy Headteacher Pastoral)

Signature:

Date: 19th September 2017
Date of next review: September 2018

Policy Approved by Headteacher
Dennis O'Sullivan
Signature:

Date:

Policy Approved by Governing Body

Signature:

Date: