



Chauncy School

Anti-Bullying Policy

2022 – 2023

Adopted by Governing Body 29th June 2022

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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:

“Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.”

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 students. Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who engage in bullying behaviour need to learn alternative ways of behaving.

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

FORMS OF BULLYING

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.

- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals.

LINKS WITH OTHER SCHOOL POLICIES

- Allegations of Abuse Against Staff Policy
- Behaviour Policy
- Attendance Policy
- Child Protection 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. House Captain meetings with form classes,
- Student Leaders' meeting with House Captains
- Peer Mentoring Schemes
- Seeking the views of parents at information evenings
- Parental communication via e-mail telephone and face to face
- 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 hungry (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 approved methods for helping children to prevent bullying. As and when appropriate, these may include:

- Check in at Chauncy Online Reporting System
- Swift and easy report and referral system using BehaviourWatch
- Inclusive Anti-Bullying Ambassador Peer Mentoring scheme

- Anti-Bullying Ambassador lunchtime drop in sessions in form time
- Termly Anti-Bullying Ambassador training
- Annual National Anti-Bullying Week Activities and Year Seven Anti-Bullying Day in November
- Annual staff safeguarding training and workshops via Staff Conference
- Primary Liaison to include anti-bullying awareness and introduction to Transition Ambassadors 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
- School Code of Conduct that highlights the importance of anti-bullying Agreed Student Behaviour Contracts
- Student \ Parent meetings
- Relevant information such as help lines and website links for Anti-Bullying Alliance, Kidscape, Family Lives, ChildLine, National Bullying Helpline and NSPCC are 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 are creating artwork about bullying themes
 - Reading stories about bullying or having them read to a class
 - Making up role-plays (or using KIDSCAPE role-plays)
 - Having discussions about types of 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 this can be done face to face, via e-mail or via the Check in at Chauncy webpage where students can post concerns anonymously if they wish

- 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 Officers.
- 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 'telling' 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.
- Staff receive Safeguarding refresher training each year in September and statutory training every three years.

- Designated Senior Leaders receive annual DSL refresher training. The current DSLs are Steve Walton (Deputy Headteacher), Maria Ingrao (Pastoral Support) and Hayley Derrick (Learning Coordinator).
- Governing Body meetings, Senior Leadership Team meetings, Pastoral Team meetings and Tutor Meetings discuss anti-bullying as and when appropriate

HELP ORGANISATIONS

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| • Family Lives | 0808 800 2222 |
| • ChildLine | 0800 1111 |
| • KIDSCAPE | 020 7823 5430 |
| • Hertfordshire Children's Services | 0300 123 4043 |
| • NSPCC | 0808 800 5000 |

USEFUL WEBSITES

- Anti-Bullying Alliance - <https://anti-bullyingalliance.org.uk/>
- Anti-Bullying Network - www.antibullying.net
- CoastKid - www.coastkid.org
- Anti-Bullying Alliance - www.anti-bullyingalliance.org.uk/
- Family Lives - <http://www.familylives.org.uk/>
- Beatbullying - www.beatbullying.org
- Hertfordshire Grid for Learning - <http://www.thegrid.org.uk/learning/hwb/bullying/>
- Bullying UK - www.bullying.co.uk
- HGfL eSafety - <http://www.thegrid.org.uk/eservices/safety/bullying.shtml>
- Bullying.org - www.bullying.org
- Kidscape www.kidscape.org.uk
- thinkUKnow (CEOP) - <https://www.thinkuknow.co.uk/>