Redborne Upper School

Anti Bullying & Harassment Policy

This policy will be evaluated and reviewed every three years by the James Trapp (Assistant Headteacher Pastoral: Respect & Responsibility)

This policy is available on the school website, on request to parents and carers, the LA and Ofsted through the Headteacher.

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School acknowledgement

The governing body believes that in a caring school, respect for individuals and good relationships between all members of the school community are central to its well being. Bullying will not be condoned as it can cause serious long term damage to the student's health, educational attainment and outlook on life.

Bullying damages lives. The aim of this policy is to provide students with a safe and secure working environment free from bullying and harassment. It is recognised that all schools are likely to have a problem with bullying at some time. We aim to provide the means and opportunity for students to let us know if bullying occurs and the strategies to deal with it when it does. This policy aims to produce a consistent response by the school to any bullying incidents that may take place.

Anti Bullying and Harassment Policy

1. Guidelines

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

- physical eg hitting, kicking, taking belongings
- verbal eg name-calling, insulting, making offensive remarks
- indirect, eg spreading rumours or social exclusion
- misuse of social media

1.2 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, eg stammering or acne.

1.3 Staff will 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- becomes withdrawn and anxious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.

2. Specific Targeted Types of Bullying

2.1 Racist Bullying

- Verbal abuse by name-calling, racist jokes and offensive language
- Physical threats or attacks
- Wearing provocative badges or insignia
- Bringing racist leaflets, comics or magazines
- Inciting others to behave in a racist way
- Racist graffiti or other written insults

2.2 Sexual Bullying

- Abusive name-calling
- Looks and comments about appearance, attractiveness, emerging puberty
- Inappropriate and uninvited touching
- Sexual innuendos and propositions
- Unsolicited receipt of texts/social media messages containing sexual

content or indecent images
- Pornographic material, graffiti with sexual content
- In its most extreme form, sexual assault or rape

2.3 Homophobic and Transphobic Bullying

- Spreading rumours
- Social isolation
- Text/social media messaging
- In addition to more obvious forms of bullying such as name-calling

2.4 Students with Special Educational Needs may not be able to articulate experiences as well as other students however, they are often at greater risk of being bullied, both directly and indirectly, and usually about their specific difficulties or disability. (It should not be forgotten that any child may experience bullying and that anything that can be seen as different by peers may potentially lead to bullying ie AG&T, LAC etc.).

3. Preventing Bullying

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

3.2 Staff will not ignore bullying or suspected bullying. All school staff will, wherever possible, intervene to prevent bullying incidents from taking place. Peer on Peer abuse is an element of the Personal Wellbeing programme.

3.3 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.

3.4 The school will ensure that all staff, students and parents are aware of the school's anti-bullying and harassment policy. Staff will praise and encourage students when they show kindness and consideration to others.

4. Dealing with Bullying Incidents

4.1 Any incidents of bullying will be taken seriously and dealt with as quickly as possible.

4.2 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.

4.3 In dealing with bullying, school staff will:
- not ignore it
- not make premature assumptions
- listen to all accounts of the incidents
- adopt a 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
- refer to external agencies through the EHA process as appropriate

4.4 If a student is bullied staff who receive a report of a bullying incident from a student will refer the incident to a member of the pastoral team who 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

4.5 The pastoral team member will then liaise with BASE to ensure the following happens:

- interview those student/s involved in the alleged bullying and any potential witnesses
- check CCTV, mobile phones, etc for evidence
- when following up an incident listen carefully to all accounts – several students saying the same does not necessarily mean they are telling the truth
- issue the appropriate sanction where required
- explain that the student should report any further incidents to the pastoral team or any other member of staff immediately.

4.6 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.

4.7 If there are concerns that a student is suffering, or is likely to suffer, significant harm as a result of bullying, it should be treated as a safeguarding concern and will be reported to the local authority's social care department.

4.8 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.

4.9 The school will advise students involved in cyberbullying incidents to:

- avoid retaliating or returning messages
- check what information is in the public domain
- keep any relevant evidence
- prevent the incident from recurring, for example by changing contact details and blocking contacts
- contact the host where appropriate

4.10 Where there is evidence that a phone has been used in a cyberbullying incident, staff can confiscate the phone. This should be reported to a senior member of staff.

5. Dealing with Serious Bullying

5.1 If the preventative measures and student support strategies do not succeed, serious bullying will be dealt with under the school's discipline policy when one or more of the following sanctions may be used:

- be removed from the group
- lose any break or lunchtime privileges
- have any item that might have been used for cyberbullying confiscated
- spending time in BASE
- be banned from a school trip or sports event where these are not an essential part of the curriculum
- be suspended for a fixed period.

5.2 In the most serious cases, permanent exclusion will be considered if the bullying:

- involves serious actual or threatened violence against another student
- amounts to persistent and defiant misbehaviour.

6. Recording Incidents

6.1 All incidents of bullying and discussions with the students involved will be recorded, along with the school's response.

6.2 A log of bullying and harassment incidents can be found within the Serious Incident Log on the school Pastoral Dashboard and is regularly monitored by the pastoral assistant headteachers.

7. Working with Parents and Carers

7.1 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.

7.2 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 their son or daughter is bullying or being bullied to immediately contact the school and make an appointment to see the child's Head of Year as soon as possible.

7.3 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.