

Presdales School



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Author/Title	Sara Miller Deputy Head Pastoral
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Enquiries & comments

Any enquiries and comments about this publication may be made to:

Telephone: 01920 462210 / **Email:** admin@presdales.herts.sch.uk

Address: Presdales School, Hoe Lane, Ware, Hertfordshire SG12 9NX

Section 1

ANTI-BULLYING POLICY

Policy Statement

Bullying is a complex issue which we address in school. We seek to foster mutual respect and create a safe, caring community, where members feel free to voice their concerns. Trustees, staff and students at Presdales School agree that bullying is unacceptable, we expect all members of the school community to act in a considerate, respectful and courteous manner at all times. All incidents of bullying will be dealt with in a serious and thoughtful manner.

What Is Bullying?

Bullying is any behaviour, which is deliberately intended to hurt, threaten or frighten another person or group of people. It is repeated and usually unprovoked and can continue for a prolonged period of time. It always reflects an imbalance and abuse of power. Bullying is usually part of a **pattern of behaviour**, rather than an isolated incident. It is important that it must not be confused with the usual childhood/teenage squabbles and arguments where individuals "fall out" with one another.

If an individual considers themselves to be bullied, this may have a negative impact on their emotional well-being, which can perpetuate the fear of a further perceived or real incident and this will need to be dealt with. Particular groups are more vulnerable to experiencing bullying: looked after children, traveller children, children with a disability, children with SEN, bullying motivated by racism or homophobia. Bullying is an abuse of power and can take many forms including:

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting
- 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 focusing on the issue of sexuality
- Verbal – name calling, sarcasm, spreading rumours, teasing
- Disability/SEN – because of, or focusing on a disability or special educational need.
- Home circumstance – targeting individuals who are looked after children or because of a particular home circumstance.
- Cyber – all areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.

Cyber-bullying is defined as the use of the internet, mobile phones and any social networking sites deliberately to upset someone else. Cyber-bullying can be responsible for negative effects on academic performance and self-confidence. The Education Act 2011 gives schools the power to search electronic devices, delete data where appropriate and confiscate devices.

The school may take action when cyber-bullying has taken place off school premises, if the conduct affects the school's reputation or the welfare of a member of the school community. Cyber-bullying may contravene the

Equality Act 2010, under which harassment on the grounds of “protected characteristics” for example, race and sexual orientation, is unlawful.

In addition, the act of cyber-bullying may contravene the Obscene Publications Act 1959 or the Protection of Children Act 1978. In all such cases, we will refer the matter and pass any evidence to the police.

Parents are reminded that any child under 13 years old is not permitted to have a Facebook, Instagram, Twitter or Snapchat account. All Year 7 and some Year 8 students should therefore NOT be using these forms of social media. In addition, the age requirement for using Whatsapp is 16, so students below Year 11 should not be using it. We would ask parents and carers’ support in monitoring their children’s use of electronic devices to ensure problems in school are not created.

Please note: all social networking sites are blocked from school equipment.

Aims and Objectives

Bullying can seriously damage a person’s confidence and sense of self-worth, and they will often feel that they are at fault in some way. Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or taking unusual absences. There may be evidence in work patterns, lacking concentration or truanting from school. These signs and symptoms may indicate other problems, but bullying should be considered a possibility and should be investigated.

We aim to prevent and deal with any behaviour deemed as bullying and to promote an ethos where bullying is regarded as unacceptable, so that a safe and secure environment is created for everyone to learn and work in.

This will be achieved through:

- Preventing, de-escalating and/or stopping any continuation of harmful behaviour.
- Reacting to bullying incidents in a reasonable, proportionate and consistent way.
- Safeguarding the student who has experienced bullying and to trigger sources of support.
- Applying disciplinary sanctions to the student causing the bullying and ensure they learn from the experience, possibly through multi-agency support if needed.
- Raising awareness of what constitutes bullying and gaining an understanding as to why some children bully and are bullied.
- Taking positive action to prevent bullying through school and year assemblies, the scheme of work for PSHE and SMSC activities during Form time.
- Developing and supporting home, school and community partnerships.

Advice to Students

What Should You Do?

If you are in a situation which makes you feel unhappy in school or you know someone else who is, you should:

- tell a friend, or a member of your family

and you must

- tell your Form teacher, or another member of staff, a lunch time supervisor, or a Big Sister

Why?

- No one has the right to make you feel unhappy or uncomfortable. Bullying must be stopped.

What Will Happen Then?

The teacher or member of staff will listen and discuss the problem with you. It may then be necessary to involve your Head of Year and plan further strategies if necessary to solve the problem.

Help will be given to you and the bully if required.

Presdales can be an even happier school provided that -

- We help and care for each other
- We have respect for each other
- We treat others the way we would like to be treated

We need your help to make this possible

Advice For Staff

a) Managing a Bullying Incident

Staff to whom the incident is reported or who first discover the incident should:

- take time to write a full account of the incident (bearing in mind the roles seen may be ambiguous)
- give this report to the Head of Year as soon as possible
- take time to make the situation safe if necessary, ie control of a bully and support for a victim

b) Form Teacher/Head of Year

A number of strategies can be considered but the response should make clear to all concerned that: this school **takes bullying seriously**

- a record of the incident will be kept and filed
- appropriate action will be taken (appropriate consequence given)
- regular communication with parents/carers
- the situation will be closely monitored and reviewed

c) Possible Strategies/Intervention

As a school we take bullying seriously. We use a range of proactive strategies to prevent bullying. These include;

- Promoting an open and honest anti-bullying ethos, with Anti Bullying Ambassadors in each year group
- Use of curriculum opportunities, in particular Form tutor SMSC activities and PSHE classes where issues of diversity are discussed and anti-bullying messages are clear.

- Use of opportunities throughout the school calendar and at certain times of the school day to raise awareness of the negative consequences of bullying e.g. Anti-Bullying Week each year
- Whole school, Year group and House assemblies.
- Student surveys.
- Poster campaigns.
- Improved supervision in potential problem areas.
- Peer mentoring and Buddy Schemes.
- Review of general and specific staff induction and continuing professional development to ensure staff training reflects the anti-bullying policy and practice of the school.
- Working with the bully and victim to raise self-esteem
- The delivery of high quality teaching and the promotion of a positive learning environment
- Peer support (Big sisters and brothers)
- 'bully box' outside the library
- Use of the school counsellor or the MHST
- A range of extra – curricular activities at lunchtimes (jewellery club)
- Supervised after school homework club
- Online safety education for students and parents/ carers

d) What should we ask of bystanders?

- report any bullying
- never to join in with the bully
- discourage any type of bullying behaviour

e) Working with parents on bullying behaviour

- encourage parents to contact school if they are aware of, or suspect bullying
- encourage parents to respond non-aggressively both to their children and to others
- ask parents to support students outside the school, in the community at large
- suggest that parents support school if further action needs to take place

f) Reviewing the policy and monitoring incidents of bullying

- The anti-bullying policy will be evaluated yearly to assess its effectiveness throughout the school.
- All bullying incidents are recorded
- Students perceptions are that the school is prepared to take action and that Presdales is a safe environment
- An increased sense of collective responsibility

This policy will be used in conjunction with the Behaviour for Learning policy.

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