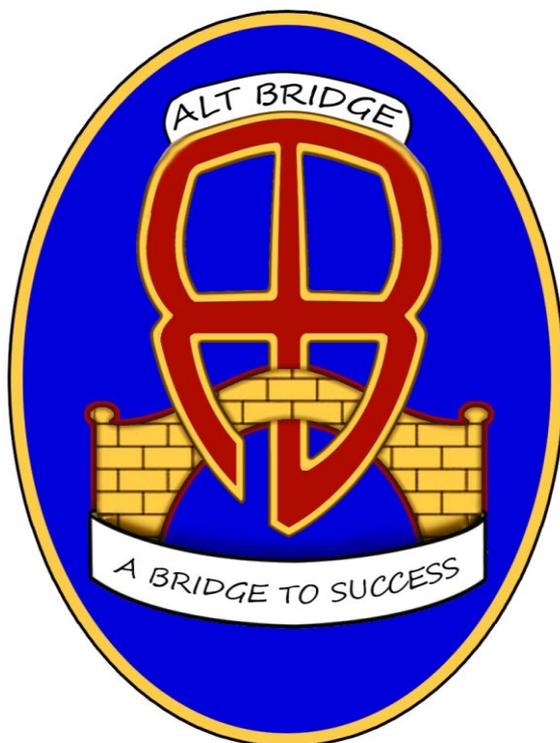


ALT BRIDGE SCHOOL

Anti-Bullying Policy



	Date	Signature	Website	Teacher Shared Drive
Mr. S. Farrimond	04.10.19			✓
Mr. S. Dixon	10.10.19			✓
Mr. S. Farrimond				✓
Mr. S. Dixon				✓

Alt Bridge Secondary Support Centre Anti-Bullying Policy

Developed January 2010

(Latest Review and amendments September 2019)

1) Objectives of this Policy

At Alt Bridge Secondary school we are committed to working with children, staff, governors and parents/carers to create a school community where bullying is not tolerated. Our school is a place where every person has the right to be himself or herself, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each another with respect.

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter the world of work or further study.

Alt Bridge Secondary Support Centre Anti-Bullying Policy outlines what Alt Bridge School will do to prevent and tackle bullying. The policy is developed with the involvement of the whole school community and will continue to be developed in this way.

2) Our school community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis (2010 and 2011 and then every two years subsequently).
- Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- Makes sure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils follow the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate¹.

3) Definition of bullying

Bullying is **“Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally”**.

Bullying can be distinguished from friendly teasing or simple peer conflict situations in a number of ways.

¹ Adapted from Bullying – A Charter for Action, DCSF
Alt Bridge School Anti -bullying policy reviewed Sept 2019

- Bullying is normally characterised by *targeted, repeated* negative actions with a *harmful intent*.
- Typically there is a clear imbalance of power between the bully and the person who is being bullied (this can be physical, psychological, social or verbal)
- Usually the interactions result in opposite responses with the bully calm or satisfied and the person being bullied being distressed in some way.²

Bullying can include:

- name calling (skitting), taunting, mocking, backhanded comments and making offensive comments
- kicking, hitting, tripping and pushing
- taking belongings
- inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger), sending offensive or degrading images by phone or via the internet
- gossiping, excluding people from groups and spreading hurtful and untruthful rumours.³
- producing offensive graffiti concerning an individual or group of individuals.
- other behaviours designed to intimidate such as making threats

4) Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs especially where those needs make an individual particularly vulnerable.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation or perceived sexual orientation.
- Bullying based on the use of homophobic comments.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyber bullying.

5) Preventing, identifying and responding to bullying

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience. (This will include curriculum based opportunities such as SEAL and PSHE , group work and individual interventions as appropriate such as social stories)
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- Train all staff including teaching support assistants and other staff who have regular contact with pupils to identify bullying and follow school policy and procedures on bullying.
- Actively create "safe spaces" for vulnerable children and young people. (Such as break time clubs and the Social Communication break time group)

² Adapted from Bullying and Autistic Spectrum Disorders, The National Autistic Society

³ Adapted from Safe to Learn, Embedding anti-bullying work in schools, DCSF, 2007

In responding to reported incidents of bullying we will use our pastoral system to ensure that pupils involved will be brought together in a resolution meeting as soon as possible. (with the aim being that the issue is addressed on the same day) They will be supported by their form teacher/ form support staff in this meeting. For the victim this will provide reassurance that the matter is being dealt with and for the perpetrator it is an opportunity to resolve their actions and to make sure that they are aware of the potential consequences of their actions.

In the event that this behaviour does not stop at this level then the pupils' head/heads of year will be involved and parents will be contacted to support the process.

If the behaviour persists beyond this point the next levels of response will involve parents/carers being asked to attend meetings in school, short term exclusions and potentially police involvement as appropriate to the incidents.

6) Involvement of pupils / students

We will:

- Regularly gather children and young people's views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions that may be applied against those engaging in bullying. (from a verbal warning through to potential permanent exclusion and potential police involvement)
- Involve students in anti-bullying campaigns in schools.
- Publicise the details of helplines and websites.
- Offer support to students who have been bullied.
- Work with students who have been bullying in order to address the problems that they have.
- Publish a student friendly guide to how bullying will be dealt with in school.

7) Liaison with parents and carers

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

8) Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Complaints policy
- Behaviour Policy
- Confidentiality Policy
- The teaching of Citizenship and PSHE Education
- Actions plans taking forward the Every Child Matters Agenda
- The recording of racial incidents

9) Monitoring & review, policy into practice

This Policy will be reviewed every year as well as if incidents occur that suggest the need for review. The school uses the guidance by the DFE* and the Anti-Bullying Alliance** to inform its action planning to prevent and tackle bullying.

10) Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Pupils to abide by the policy.

The named contact for this policy is: Mr. Steve Farrimond ... (Deputy Head)

* *DFE Guidance "Safe to Learn: Embedding anti-bullying work in schools"*

<http://www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/safetolearn/>

*Preventing and tackling bullying July 2017 DFE guidance

***Anti Bullying Alliance guidance*

<http://www.anti-bullyingalliance.org.uk>