



Alsager School
An Achieving School - A Caring Community

ANTI-BULLYING POLICY (UNDER REVIEW)

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and the Anti-Bullying Ambassadors
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**Presented to the
Curriculum & Personnel Committee
on 17th January 2018
and subsequently approved and adopted on the same date**

**Chair of Curriculum & Personnel Committee:
Mr Ian Macpherson**

Signature:

Date: 17/01/2018

**To be reviewed in the light of operating experience
and/or changes in legislation**

ANTI-BULLYING POLICY

Mission Statement

Alsager School is committed to providing a caring, friendly and safe environment for any member of the school community. The school community is made up of students, parents/guardians/carers, governors and all staff. Every member of this community has the right to feel secure, equally valued and respected. The staff and the students work together to continue this safe environment where students can learn. Bullying of any kind is unacceptable but if it does take place, people should be able to tell someone in the knowledge that incidents will be dealt with effectively and promptly. As a result of this policy and the school's procedures, every student knows that there are a variety of ways that they can report bullying and receive the support that they need.

It is the responsibility of every member of the school community to address and/or report incidents of bullying.

Aims of the Policy

- To create a clear and agreed understanding of what bullying is and how Alsager School responds should it arise.
- To provide a safe and positive environment for all members of the school community and create an environment that prevents bullying from being a problem in the first place.
- To offer support to those who experience bullying and ensure they are listened to.
- To help those engaging in bullying behaviour by applying appropriate sanctions and providing learning opportunities to help them face up to and repair the harm they have caused.
- To communicate with parents/guardians/carers and other appropriate members of the school community or other external agencies in support of an open and honest anti-bullying ethos.
- To reinforce the value of good behaviour at school, to and from school and at home.
- To promote a culture of Tolerance as per the SPIRIT values so that difference is celebrated and understood.

Definition of Bullying

Previously, students across the school (Years 7-13) discussed a variety of bullying definitions and reached the following consensus. The student Anti-Bullying ambassadors (November 2017) quality assured the statement to ensure it was clear and accessible for everyone. The Ambassadors have also developed different ways to raise the definition's profile.

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can be:

<i>Emotional</i>	being unfriendly; excluding; tormenting (e.g. hiding belongings, threatening gestures; spreading rumours).
<i>Physical</i>	hitting; kicking; pushing; spitting or any use or threat of violence
<i>Racist, Religious or Cultural</i>	Verbal abuse by name calling or mockery
<i>Sexual/gender based</i>	unwanted physical contact, innuendo or sexually abusive comments or actions in relation to an individual's gender
<i>Homophobic</i>	verbal abuse by name calling; physical threats or attacks
<i>Disabilist</i>	verbal abuse by name calling or mockery
<i>Cyber</i>	abuse of the internet, such as email or internet chat room misuse. Mobile threats by text messaging or calls. Misuse of associated technology i.e. camera and video facilities.
<i>Verbal</i>	Is a means of saying or writing words in a negative way such as insults, teasing, put downs, threats etc

The importance of bullying prevention and intervention

Bullying is harmful.

Each individual has the right to be treated with respect in an environment where bullying is regarded as an anti-social act. Those who choose to bully need to learn different ways of behaving and understand that this behaviour is not acceptable at Alsager School and will result in consequences as per our Behaviour Policy.

Signs and Symptoms

A child may indicate by signs or behavior 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 badly 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
- withdraws from their peer group

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

Prevention

It is the responsibility for all staff/students/parents and carers to be aware of the effect of bullying on the individual.

Prevention is clearly the strategy of choice and needs to be addressed vigorously by a variety of techniques in order to prevent bullying, promote respect and openly discuss differences between people that could motivate bullying.

At whole school level - through the SPIRIT values we promote self-regulation and tolerance. This is done across our curriculum and pastoral care. For example through assemblies to communicate Alsager School's bullying prevention stance and the work of Alsager's Student Anti-Bullying Ambassadors to promote how the community can work together to prevent its occurrence. These opportunities will also celebrate the bullying prevention work of the school as differences are celebrated an example of this is our SPIRIT days that are focused on the value of tolerance.

At class-room level - during tutor time, PSHE and SPIRIT lessons and the active teaching of social and emotional skills within these contexts as well as the creation of a code of conduct.

At supervisory level - all staff engaged in this activity will be familiar with the Anti-Bullying policy and all teaching staff will have received training from the Anti-Bullying ambassadors in college briefings in addition to their Safeguarding training. Staff will

openly discuss differences between people that could motivate bullying and promote tolerance as per our SPIRIT values. Break times/lunch times will be adequately supervised to reduce the risk of bullying incidents.

- Students will be provided with the opportunity for confidential/anonymous communications relating to the issue (SHARPS). Every year the SHARPS system is re-launched with all students so that they know how they can access it and how they can use it. This system is available to all students who attend Alsager School. They will also find a wealth of supportive materials on this site that includes other links to support. They will also participate in the development and evaluation of anti-bullying policy and practice. Our Diana Award trained 'Anti-Bullying Ambassadors' have a strategic lead on bullying prevention.
- The Heads of College College and Learning Support as a whole will provide mentoring and mediation intervention where appropriate to both victim and bully.
- The disciplinary consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable.
- At peer level- through support groups, peer mediation and contribution of suggestions to sanctions where appropriate.
- To ensure that parents/carers are informed and updated in respect of bullying prevention and intervention within the school and that they encourage positive behaviour at home.

Intervention

All staff involved in the teaching and/or supervision of students will take responsibility for addressing incidents which fall within the school's definition of bullying. A record will be made of any incident and passed on to a Head of College. The Safeguarding lead will monitor these incidents and report to the Safeguarding Governor accordingly.

Reporting and Recording

School Staff

- If bullying is suspected or reported, the incident will be initially dealt with by the member of staff who has noticed it or has been approached. Details of the incident must be recorded on a disclosure form and forwarded to the Head of College to ensure that an effective and fair investigation is made and a clear account of the incident is recorded. Those involved or implicated will be interviewed and listened to. Incident forms will be completed.
- Parents/carers will be kept informed by Heads of College via telephone calls, meetings, letters etc.
- Sanctions for the perpetrator and support for both the perpetrator and victim will be put in place as appropriate and outcomes monitored to prevent recurrence of the bullying behavior.

- Heads of College are to ensure that each identified incident of bullying will be entered onto the school's recording systems (SIMS). Each incident will be reviewed at fixed periods to ensure that further incidents have not occurred and that the resolution is clear.
- The Designated Safeguarding Lead to be advised of all identified bullying incidents and also to review recording every half term.

Support

Students

Students who have been bullied will be supported by:

- Access to confidential reporting
- The use of SHARPS which allows for anonymous reporting.
- Discussing the experience with a trusted adult.
- Being reassured that the bullying will be taken seriously and investigated.
- Being offered support, for example by talking point, befriending or assertiveness training.

Students who have bullied will be helped to face up to the harm they have caused and learn from it by:

- Discussing the incident to account for their behavior.
- Establishing the wrong-doing and being provided with an opportunity to put right any harm they have caused.
- Receiving counselling or external training from the appropriate agencies.

Anti-Bullying Ambassadors

A number of students are trained as anti-bullying ambassadors via The Diana Award and are actively involved in the formulation and application of this policy. Through the anti-bullying policy they will work on informing and educating students and staff with regard to recognizing bullying, how to deal with it and how to educate others. Activities include contributing to this anti-bullying policy, contributing to the 'anti-bullying action plan', delivering workshops to students, delivering training to staff and the creation of the pledge wall. As a school we are also committed to train other students via the Diana Award to become ambassadors and extending this work through collaboration with other Chimney House Alliance schools.

Parents/Carers

Parents/Carers of a bullied child or a perpetrator (as per the school's definition within this policy) will:

- Liaise with his/her child's Head of College and where possible provide specific information to assist in the investigation of the incident,
- Maintain contact with the School to keep track of progress.
- Be contacted by his/her Head of College if their child is bullying to establish an understanding of their role in helping their child to learn about the consequences of their actions.
- Support the school in its efforts to help deal with their child's behaviour through implementing disciplinary sanctions.
- Understand that the Education Act 2011 provided the power to schools so that staff (authorized by the headteacher) can seize and search a mobile phone and can examine data or files, and delete these where there is good reason to do so. There is no need to have parental consent to search through a young person's mobile phone or belongings.
- Parents should encourage discussion at home that celebrates difference and promotes tolerance so that the school can also teach children that using any prejudice based language is unacceptable.

Staff

- 'It is equally important that schools make it clear that bullying of staff, whether by pupils, parents or colleagues, is unacceptable' *Preventing and tackling bullying. Advice for headteachers, staff and governing bodies July 2017*

Sanctions

The School will respond to incidents of bullying in a proportionate way. When sanctions are deemed to be necessary they will be applied fairly and consistently.

A range of disciplinary options may be considered:

- Monitoring by Heads of College.
- Removal from class/group.
- Loss of lunch-time privileges.
- Withdrawal of ICT access rights if this facility is being used to bully.
- Internal isolation.
- Alternative educational provision
- Fixed periods of exclusion.
- Permanent exclusion [in extreme cases which may involve violence].

Monitoring and Evaluation Review

The School will review this policy regularly to assess its implementation and effectiveness. The views of students, staff, parents and carers will be drawn upon to instigate changes and improvements where necessary.

Documents and legislation used in creating this policy:

- Preventing and tackling bullying. Advice for headteachers, staff and governing bodies July 2017.
- The Equality Act 2010.
- Keeping Children Safe in Education (KCSIE).
- DFE Behaviour and Discipline in Schools Guidance.

This Policy should be read in conjunction with:

- The Child Protection and Safeguarding Policy
- The Behaviour Policy
- Alsager School Values - British Values and SMSC
- Equality and Diversity Policy
- E-Safety Policy

Note: In the absence of Ian Macpherson, Chair of Curriculum & Personnel Committee at the meeting on 17 January 2018, Carl Cooke, Vice Chair of Governors signed off this policy.