



Statutory Policy

On

Anti Bullying

Drafted by:
Andrew Leese Assistant Head Teacher

Date of Approval by Governing Body:
February 2018

Signed By Chair of Governors:

Review date:
February 2020

Person(s) Responsible for Day to Day Management:
Andrew Leese Assistant Headteacher

Person Responsible for Review:
Andrew Leese Assistant Headteacher

Bullying Policy:

Aims:

This policy aims to clearly emphasise that bullying in any form; verbal; physical; emotional; or via texts or the internet, will not be tolerated by students or staff attending Blythe Bridge School and Sixth Form College and is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied, and that staff are free from fear of bullying.

Statutory duties of schools:

This policy is in accordance with Preventing and Tackling Bullying, Advice for Headteachers, Staff and Governing Bodies. (DfE May 2012)

Definition of Bullying:

Bullying is a wilful, conscious and persistent desire by a person or persons to physically or emotionally hurt another person(s) or to put them under stress. Any form of bullying is entirely unacceptable. At Blythe Bridge School and Sixth Form College, we recognise the following forms of bullying that can occur within the school environment:

- Actual physical harm
- Verbal abuse (including sexual and racial harassment)
- Extortion
- Exclusion from friendship groups
- Malicious gossip
- Cyber bullying
- Coercing a third party to bully an individual
- Theft
- Threatening gestures

In order to deal positively with acts of bullying we need to ensure that students know their rights and how to report incidents of bullying. Staff know how to deal with reported incidents of bullying and are able to support and guide vulnerable students. Parents are aware of the strategies that the school uses to deal with bullying.

Advice to students:

- Don't suffer incidents of bullying. Bullies rely on their victims keeping 'the secret' and not reporting the incidents.
- As soon as possible report the incident to an adult or ask a friend to go with you to report the incident. (The adult does not need to be a teacher, it could be a lunch-time supervisor; member of the cleaning staff; member of ALD or a parent or carer.)
- Try to give clear information about who, how and when the bullying has happened.
- If there have been other people present when the bullying has happened let the adult know.

Advice to staff/parent/carer:

- Get in touch with the student's House Tutor and pass on all the information that the students has given you.
- Ask the House Tutor to let you know of the way the situation is resolved.

Advice to parents/carers:

- Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.
- Where a pupil is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone.

Advice to House Tutors:

- Compile a written account of the student's incident of bullying on the beige "Bullying Incident" sheet; pass the information to the Head of House who will, in most cases, use Restorative Justice Practises to determine the issues and work with all involved to bring about a resolution.
- Heads of House will ensure all incidents of bullying are carefully recorded on the beige "Bullying Incident" sheet and stored by the Student Support Centre staff.

Responding to confirmed reports of bullying:

- Initial confirmed incidents of bullying will normally result in House Detentions and parents being informed. Though severe forms of bullying could result in internal or external exclusions.
- Continued bullying will normally result in time in the Student Support Centre.
- Persistent bullying will normally result in fixed term exclusions and permanent exclusions if the bullying behaviour continues.
- All incidents of confirmed bullying will be reported, via the Assistant Headteacher, to Governors. The report will include the initial of the bully(ies) the person(s) being bullied, the location, duration and type of bullying involved. The report will also include, the actions taken by staff at BBHS, the comments of the parents/carers concerning the effectiveness of the actions taken and follow up comments by staff, students and parents/carers.

Support for student who have been bullied will be by;

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- providing reassurance that the bullying will be addressed
- the use of Restorative Justice practices
- restoring self-esteem and confidence
- the use of specialist interventions and/or referrals to other agencies e.g. educational psychology, where appropriate.

Support for students who have bullied will be by;

- discussing what happened through the use of Restorative Justice practises
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents to help change the attitude of the pupil
- the use of specialist interventions and/or referrals to other agencies where appropriate

Support personnel to help dealing with bullying:

- Heads of House and SSC/ALD staff are trained in Restorative Justice.
- A Key Worker may be allocated from the SSC or ALD to support a student if there are wider concerns.
- In some situations it is possible to refer to an outside agency or support

Preventative measures:

The school will;

- raise awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour.
- participate in national and local initiatives such as Anti-bullying Week
- seek to develop links with the wider community that will support inclusive anti-bullying education
- consider the use of specific strategies, for example peer mentoring, on a regular basis and implement them if appropriate, subject to available resources.

Promotion of this policy;

- the policy and methods for reporting bullying concerns will be promoted throughout the school, for example in information packs for new pupils and staff and through regular awareness raising
- activities with existing pupils and their families.

Monitoring, evaluation and review;

- a senior member of the school staff will be identified to lead on the implementation of the policy and act as the link person with the local authority.
- a termly report will be made to the governing body, including statistics about;
 - the number of reported concerns
 - monitoring information about the pupils involved
 - motivations for bullying
 - actions taken and outcomes
- Statistical information will be provided to the local authority as required.
- The school will review the policy annually and assess its implementation and effectiveness. This annual review will be undertaken by staff and students.