

Name of Policy: Anti Bullying Policy

Person responsible: Head of School

Last reviewed: November 2017

Review Date: November 2018

This policy is to be reviewed alongside the Behaviour Policy in the first half of the autumn term 2018

Rationale

Mary Rose Academy is concerned about the welfare and safety of all its pupils and creates an ethos in which pupils feel secure, valued, listened to and are taken seriously. Whilst bullying is not seen as a significant problem, it is recognised that some bullying may occur from time to time.

The purpose of this policy is to inform staff, parents and governors about the school's responsibilities in relation to bullying and to enable everyone to have a clear understanding of how these responsibilities should be carried out. The school has a statutory duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Our Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Whole School Approach

At Mary Rose Academy we work together to both prevent bullying and deal effectively with those incidents which occur. This reflects the aims of our school.

We provide an environment that:

- Does not tolerate bullying
- Has clear lines of communication so that those who feel threatened feel that they have someone to talk to
- Encourages honesty – where pupils and staff feel secure enough to tell someone if bullying occurs.
- Provides positive images to those groups most at risk
- Follows an agreed Code of conduct,
- Is a safe place for all pupils.
- Has clear procedures for identifying and dealing with incidents of bullying

- Includes all partners in the anti-bullying procedures – pupils, staff, parents, members of the community

Anti-bullying – The Curriculum

The curriculum is the sum total of all the experiences that are received by our pupils. A zero tolerance approach to bullying is adopted through the taught Personal, Social and Health Education curriculum as well as indirectly through cross-curricular themes.

The Personal, Social and Health Education (PSHE) curriculum at Redwood Park Academy provides knowledge, and encourages the acquisition of skills and attitudes, which will encourage pupils to deal with bullying in a responsible way. The pupils' levels of personal and social development are taken into account and the concept of the spiral curriculum has been adopted.

Ways in which anti bullying is reinforced:

- Every year each class, where appropriate, produces a Code of Conduct which focuses on acceptable behaviour
- Through regular assemblies
- Through the Expressive Arts – drama, art, dance and music
- Through the RE curriculum
- As part of the Careers Education and Preparation for Adult Life Curriculum
- Through work on Citizenship
- In class times including Reflection and Review time
- Through work with identified groups of pupils needing specialist input
- Through a range of agencies: CAMHS, Alex Kelly Team
- Through visitors to our school such as the community policeman, behaviour support services, CAHMS, mentors etc.

Policy Statement on Procedures

- Procedures are in place and are agreed by pupils, parents, staff and governors, whereby bullying activity may be reported and acted upon.
- Procedures are published in the prospectus as part of the information to new students and parents, and reinforced annually to all parties.
- These procedures inform the victim, the bully, parents and staff, of the schools commitment to an anti-bullying ethos, the action to take place in a bullying situation, and the consequences of such behaviour are clearly defined.

Procedures for Staff

Upon suspecting, witnessing or being told of bullying activities staff should inform the class teacher (The initial point of contact may be any member of staff ie. Lunchtime staff or other outside support staff). The Class teacher or Head of Learning should deal with the incident in the following way:

1. Talk to the pupil who has been bullied where possible and reassure him/her that the bullying will be stopped.

2. With the pupil who has been bullied, record a clear account of the incident, including date, time and place. What prompted the incident, what happened and what immediate action was taken.
3. Talk to the pupil who has bullied where possible, and record their version of the incident.
4. Send a copy of the report of this meeting to parents/carers of both parties with a covering letter explaining the schools anti-bullying policy and asking parents/carers to meet at school or to respond in writing.
5. File all papers relating to the incident in the office file. And in the pupils' files.
6. Record each incident in the register of bullying incidents kept in the school office.
7. Inform a member of the leadership team.

Procedures for the pupil who has been bullied

1. A pupil who has been bullied is encouraged to tell someone they trust as soon as possible. That may be, a teacher, a dinner lady, a parent or a friend. There are different ways that pupils can communicate any problems:
 - Write it all down
 - Make a recording of what happened
 - Talk to the person they trust, orally or through sign language or using a communication aid
2. A member of staff will help straight away, reassuring the pupil and recording the incident.
3. The school will talk to them or communicate with them in an appropriate way to explain what will be done to make sure it will not happen again, offering continuous support.
4. Talk to parents about the incident, working together to deal with the problem.
5. If extra help or counselling is needed then this will be sought from appropriate agencies.

Procedures for the pupil who has been found to be bullying

A member of staff will:

1. Speak to them, at all times remaining objective.
2. Determine from the incident file, members of staff and students whether such incidents have previously occurred.

3. Isolate the incident. Ask them for the reason he/she bullied the other person using appropriate methods of communication
4. Explain in an appropriate way, taking into account their special educational need that such actions are not tolerated and such behaviour is unacceptable, establishing the need to change.
5. Ask the pupil who has bullied to identify people who may be able to help them.
6. Explain that parents will be informed and that the school will work with the parents to deal with the problem and help change the attitude of the pupil.
7. Involve other support agencies as necessary.

Flowchart to show Procedures

Incident reported



Counselled by class teacher or Head of Learning



Letter sent to parents of pupil who has been bullied and bully, may also be telephoned

Response agreed for pupil who has been bullying



Situation monitored by class teacher



If incidents continue



Member of Leadership team informed

Both sets of parents/carers asked in to see either Head of Learning or member of Leadership Team



Strategy developed with both sets of parents/carers



If incidents still continue



Both sets of parents/carers asked in to see Headteacher



Further counselling which may include external help for bully and/or pupil who has been bullied



If incidents still continue



An EHCP/Annual Review meeting to be held to assess extent to which school is meeting need

Implementation of the Policy:

- Through whole school, department and class assemblies
- Through whole school special days
- Through the Personal, Social and Health Education Programme
- Ensuring that all staff, pupils, parents and partners are kept informed about the policy and its effectiveness.
- By rigorously ensuring that bullying is taken seriously and dealt with immediately
- By ensuring that incidents are followed up
- By checking that bullying is not re-occurring
- Through regular whole school awareness raising activities

Monitoring, Evaluation and Review

The policy is reviewed annually.

This policy should be read alongside:

The PSHE policy

The Equal Opportunities policy

The Positive Behaviour policy