



Anti-Bullying Policy

Purpose

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

At Park Lane Learning Trust we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere free from oppression and abuse. Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at our school and will not be tolerated. When bullying behaviour is brought to our attention, prompt and effective action will be taken.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Additional Authority

All schools have a statutory responsibility to address bullying including:

- Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy that must be communicated to all pupils, school staff and parents. Section 89 of the Education and Inspections Act 2006 also gives head teachers the ability to discipline pupils for poor behaviour that occurs even when the pupil is not on school premises or under the lawful control of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

- The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:
 - eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
 - advance equality of opportunity between people who share a protected characteristic and people who do not share it
 - Foster good relations between people who share a protected characteristic and people who do not share it.
- Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'.
- Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

Human Rights Act (1998)

- 'No one shall be subjected to torture or to inhuman or degrading treatment or punishment.' (Article 3).
- 'Everyone has the right of respect for his private and family life, his home and his correspondence.' (Article 8).

In addition the Department for Education has issued a range of guidance to schools namely:

- Preventing and tackling bullying October 2014.
- School support for children and young people who are bullied: advice for schools October 2014,

Scope

The policy is a whole-school approach providing students with consistent and clear expectations of behaviour. Therefore, all staff are responsible for administering and enforcing the policy.

Responsible Party

The Responsibilities of Staff

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to their Personal Tutor or Head of Year or the Director of Behaviour.
- Follow up any complaint by a parent about bullying, whether it has occurred during school hours or outside of school hours and report back promptly and fully on the action that has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.
- Record the outcomes of investigations into alleged bullying and any actions taken and communications to parents/carers and other agencies on the schools system (currently Behaviour Watch Interventions section)

The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out and inform a parent or member of staff so that action can be taken to put an end to their own suffering and that of other potential victims.

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying and to explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children and reassuring them that appropriate action will be taken.

- Keep a written record of any reported instances of bullying.
- Informing the school of any suspected or actual bullying, whether it has occurred during school hours or outside of school hours, even if their children are not involved.
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

Policy Statement

What Is Bullying?

“Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying” (Torfaen definition 2008)

Bullying generally takes one of four forms:

- Indirect: being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books).
- Physical: pushing, kicking, hitting, punching, slapping or any form of violence.
- Verbal: name-calling, teasing, threats, sarcasm.
- Cyber: All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging.
- Mobile threats by text messaging and calls.
- Misuse of associated technology, i.e. camera and video facilities.

Although not an exhaustive list, common examples of bullying include:

- Racial bullying.
- Homophobic bullying.
- Bullying based on disability, ability, gender, appearance or circumstance.

Why is it Important to Respond to Bullying?

- Bullying hurts. No one deserves to be bullied. Everybody has the right to be treated with respect.
- Pupils who are bullying need to learn different ways of behaving.
- Schools have a responsibility to respond promptly and effectively to issues of bullying.

Procedures for dealing with incidents of bullying behaviour

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt as soon as possible as a matter of urgency by the member of staff who has been approached, whether it has occurred during school hours or outside of school hours
- A clear and precise account of the incident will be recorded and given to the Director of Behaviour, Assistant Headteacher (Student Support) or Head Teacher.

- All concerned with the incident will be interviewed and a written record made, this must be recorded on Behaviour Watch.
- Form tutors will be kept informed and if it persists the form tutor will advise the appropriate Head of Year or the Director of Behaviour.
- Parents will be kept informed.
- Punitive measures will be used as appropriate and in consultation with all parties concerned. These will be documented on Behaviour Watch
- If necessary and appropriate, police or Anti-Social Behaviour Coordinator in their local authority will be consulted. Such cases where the police or Anti-Social Behaviour Co-ordinator in their local authority should be consulted could include, but not limited to, incidences where there has been criminality or a serious threat to a member of the public/staff/student is present.

Pupils

Pupils who have been bullied will be supported by:

- Offering a timely opportunity to discuss the experience with a form tutor or a member of staff of their choice.
- Reassuring the pupil.
- Offering continuous support.
- Restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and the need to change.
- Informing parents or guardians to help change the attitude and behaviour of the child.

The following disciplinary action can be taken:

- Official warnings to cease offending.
- Detention.
- Exclusion from certain areas of school premises.
- Anti-Bullying Contract.
- Minor fixed-term exclusion.
- Major fixed-term exclusion.
- Permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHCE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring and Review

Behaviour management is monitored, reviewed and supported by the Director of Behaviour: Student Support and the SLT links.

This document will be reviewed on an annual basis.

Policy Links:

Behaviour for Learning
Child Protection and Safeguarding
Exclusion
Allegations against staff
E-safety