

## **ANTI-BULLYING POLICY**

At **saltash.net community school** we believe that all students have the right to be educated in a supportive environment free of oppression and abuse. It is the responsibility of all who work and learn here to ensure that this is possible.

**Bullying is deliberate, hurtful behaviour which is repeated often over a period of time.**

This policy has been written by our School Council; who received significant training; so that it holds true meaning and worth to the students it is designed to protect.

The guiding principles our School Council believe are that:

- Students should feel comfortable both inside and outside of school.
- Everyone must feel equal/valued.
- Everyone should have someone to talk to.
- There should be consequences/sanctions.
- Issues should be dealt with sensitively.
- The victim should be involved if they wish to be.
- There should be follow up in the future.

**ULTIMATELY IT WISHES FOR THE INCIDENT OF BULLYING TO STOP.**

### **Definitions**

Bullying can take many forms. The forms of bullying that we record at **saltash.net community school** are listed below. The order is not significant.

### **Type of Bullying**

- Bullying Young Carers/Children in Care.
- Appearance or health condition.
- Intimidation.
- Race, religion or culture.
- SEN or disabilities.
- Sexist or sexual bullying.
- Sexual orientation.
- Cyber bullying.
- Discrimination.
- Emotional.
- Name calling.
- Physical violence.
- Teasing.
- Threatened.
- Written derogatory comments.
- Other .....

In addition we record when and where the bullying took place. Those students and staff who were involved will also be recorded. This information is requested by Cornwall County Council for central records.

## Reasons for challenging bullying behaviour

The safety and happiness of students: When students are bullied their lives are made miserable. They may suffer injury. They may be unhappy about coming to school. Over time they are likely to lose self-confidence and self-esteem.

Educational attainment and achievement: The unhappiness of bullied pupils is likely to affect their concentration and learning. Some children will avoid bullying by not coming to school; opportunities for social interaction and involvement in extra-curricular activities will suffer.

Providing a model for helpful behaviour: If students observe bullying behaviour apparently going unchallenged, other students may learn that bullying is a quick and effective way of getting what they want. Those students who are being bullied may interpret the school's inaction as condoning unacceptable behaviour.

Of course the main reason is that we all know that bullying is wrong. It is all of our duty to not tolerate bullying. We must all ensure that our reaction to it does not condone such behaviour or reward the bully with the satisfaction that they seek from their action.

We need to look out for each other and not assume that somebody else will report it or deal with it. We are a TELLING SCHOOL; we care about each other so we all tell someone if we are aware of bullying. We'd rather have three reports about bullying that are basically the same than none at all!

## What we do to prevent bullying

Everyone involved in the life of our school must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of unacceptable behaviour towards others. All members of the school community are expected to report bullying.

**Staff** have a vital role to play as they are at the forefront of behaviour management and supporting students' sense of wellbeing. Tutors know their students the best and should build a relationship involving mutual support, trust and respect.

All staff will:

- Stick to our school's behaviour policy.
- Provide students with a good role model and behave in a respectful and caring manner to students and colleagues.
- Endeavour to help students build self-esteem, self-confidence and assertiveness.
- Raise awareness of bullying through stories, role-play, discussion, peer support, School Council, Personal Development (PD) and assemblies.
- Emphasise that it is the bullying behaviour that we dislike and not the bully.
- **Students** should be involved in the solution to the bullying, especially the victim, but only if they wish to be.
- Bullying can be reported to any adult within the school community; particularly form tutors and pastoral team leaders.
- Bullying can be reported to Year Reps who will assist in making sure the situation is reported to an appropriate adult.
- Bullying can be reported via email to [worries@saltash.cornwall.sch.uk](mailto:worries@saltash.cornwall.sch.uk). This will automatically be sent to Heads of Year. It is important that names are provided to enable follow-up.

## **Reacting to an incident of bullying**

### **Recording**

- All incidents of bullying will be recorded on SIMS, as per the list of 'types of bullying' earlier in this policy. This record is available to external agencies and Cornwall County Council and will continue to be kept after students have left our school.
- If the bullying involves the inappropriate use of technology then an e-safety log will also be completed.
- When an incident of bullying occurs our school will deal with the situation on an individual basis.

Strategies may include:

- Talking through the incident with the bully and the victim.
- Helping the bully and the victim express their feelings.
- Discussing strategies for making amends – mediation with a member of the Inclusion Team.
- Restorative justice via our 'Police Youth Intervention Officer'.
- Counselling via our internal counsellors.
- Referral to an external agency.

Sanctions may include:

- Time out of the classroom.
- Removal of privileges, eg, break time, internet access.
- Formal letter home.
- Meeting with staff, parents and student.
- Pastoral support plan.
- Detention.
- Internal exclusion (ISU).
- Fixed-term exclusion.
- Permanent exclusion.

Once an occurrence of bullying has been resolved it will be followed up after a period of time to ensure that there has been no re-occurrence and that lessons have been learnt.

### **Information for parents**

Common symptoms of bullying include:

- Frightened walking to and from school.
- Doesn't want to catch the bus to school.
- Changes their routine.
- Becomes unwilling to go to school.
- Becomes withdrawn, anxious or lacking in confidence.
- Feels ill in the mornings: headaches, stomach pain.
- Comes home dishevelled with torn clothing.
- Possessions missing or damaged.
- Asking for or stealing money.
- Unexplained bruises or cuts.
- Becomes unusually aggressive or disruptive.
- Stops eating.
- Bullies other children or siblings.
- Won't say what is wrong.
- Afraid to use the internet or their mobile phone.
- Nervous and jumpy if a cyber message is received.
- Becomes clingy.

- Disturbed sleep.

Of course any of the above could be due to many other reasons but it is worth being aware. It can be helpful to ask questions about progress and friends at school; how break times and lunchtimes are spent and whether your child has any difficulties at school. Please contact the school if you are worried.

Pete Bond  
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