

Title and Description	Anti-Bullying Policy
Date of last review	Sep 2018
Approved by	Local Governing Board
To be reviewed by	Personal development, behaviour and welfare Working Group
Responsibility	Director of Safeguarding
Review period	Annual
Date of next review	Sep 2019

Anti-Bullying Policy

1. Introduction

- 1.1 This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also takes into account the DfE statutory guidance "Keeping Children Safe in Education" 2018.
- 1.2 This Policy on bullying behaviour is linked with and reinforced by other school policies and practices such as
 - i. Behaviour Management and Exclusion Policy
 - ii. Online Safety Policy and Acceptable Use Policy
 - iii. Child Protection and Safeguarding Policy
 - iv. Complaints procedure

The Policy on anti-bullying is embedded in the general aims and values of the school as well as procedures for promoting a positive culture for learning behaviour management.

- 1.3 Bullying is "behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017). Bullying can include: name-calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos. Bullying can be a form of peer on peer abuse and can be abusive; it can cause severe and adverse effects on children's emotional development. Bullying may be prejudice or hate – related. The school recognises its role in promoting an understanding and inclusive environment for all in terms of 'protected characteristics'.

2. Aims

- 2.1 Framwellgate School Durham recognises that bullying, especially if left unaddressed can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our schools can help to create safe, disciplined environment, where pupils are able to learn and fulfil their potential. One of our aims is to lead students towards an understanding of their own feelings, as well as the feelings and sensitivities of others. Promoting 'emotionally literate' young people includes helping them to have empathy for others.

Framwellgate School Durham: Ethos and Values Statement

Excellence, Compassion and Respect for All

Our school promotes academic excellence and embraces the shared values of honesty, integrity, respect and compassion. We want our students to be ambitious, kind, resilient and hardworking, and have a genuine passion for learning. We want them to change the world with the knowledge, skills and confidence they have learned here; to champion fairness, have friendships for life, and pride in our school. Above all, we want our students to be happy.

British Values

All staff are expected to uphold and promote fundamental British Values including democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs

2.2 Other aims include promoting:-

- i. Our ethos and values statement outlined above
- ii. respect for the dignity and worth of all members of the school community, as well as tolerance of diversity and the promotion of community cohesion.
- iii. safeguarding of our students and trying to ensure they are educated in an environment that is safe and caring.

3. Principles

3.1 The school will work to ensure that all students, staff and parents/carers are aware that:-

- i. Students have the right to be safe at school and that bullying is unacceptable.
- ii. Telling someone in authority about bullying is the right thing to do.
- iii. Clear procedures will be followed when bullying does occur and that problems will be addressed, as appropriate. Sanctions (as identified within the Rewards and Sanctions Policy) and support for individuals will be implemented. Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools attention, which involves or effects pupils, even when they are not on school premises; for example, when using school transport or online, etc.
- iv. Responses to allegations of bullying will be made with due regard for considerations of safeguarding and confidentiality/information sharing. Any bullying issues involving safeguarding concerns will be referred to the Director of Safeguarding.
- v. In cases where parents/carers chose to report issues to the Police the Policy of the school is to cooperate with any subsequent Police investigation by sharing with them any relevant information held by the school.
- vi. Other agencies may be consulted or involved, such as the police (if a criminal offence has been committed) or other local services including early help or children's social care (if a child is felt to be at risk of significant harm).
- vii. A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken on CPOMS.

4. Implementation

4.1 This work to promote understanding happens in curriculum time and in a number of other ways. Framwellgate School Durham will strive to:

- i. Provide good role models of behaviour throughout the school community.
- ii. Address bullying as a regular theme within PSHCE courses and other enrichment activities such as professionals from external agencies. (PSHCE courses are regularly reviewed and adapted by year group teams of teachers. Lessons are flexible enough to deal with issues raised by students).
- iii. Use Assemblies and STEP (tutor) time to raise awareness about bullying.

- iv. Use the Tutor Group system to provide opportunities for positive relationships to form between younger and older students.
 - v. Use various enrichment activities and programmes to support positive relationships.
 - vi. Inform students about who to report any concerns about bullying behaviour.
 - vii. Deploy support staff to respond to allegations of bullying.
 - viii. Make referrals to other professionals (such as the school Counsellor) as appropriate.
 - ix. Monitor the use of e-mails on the school ICT system to ensure that school facilities are not misused to bully others (as per the Online Safety Policy)
 - x. Develop the use of Diana Award Anti-bullying Advisors/ Student Forums within school to provide advice and guidance as well as assist in the monitoring and evaluation of the Policy
- 4.2 Students, parents/carers, governors, and staff will be informed of our anti-bullying policy and procedures through media such as the school website, induction procedures and the School Prospectus.

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous support.
- Offering a swift opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

Pupils who have perpetrated the bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate.

4.3 Cyberbullying

When responding to cyberbullying concerns, the school will:

- i. Act as soon as an incident has been reported or identified.
- ii. Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- iii. Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- iv. Take all available steps where possible to identify the person responsible. This may include looking at use of the school systems; identifying and interviewing possible witnesses; contacting the service provider and the police, if necessary
- v. Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include supporting reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
- vi. Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and DfE guidance 'Searching, screening and confiscation at school' and Childnet Cyberbullying guidance to ensure that the school's powers are used proportionately and lawfully.
- vii. Request the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- viii. Provide information to staff, parents and pupils regarding steps they can take to protect themselves online. This may include advising those targeted not to retaliate or reply; providing advice on blocking or removing people from contact lists; helping those involved to think carefully about what private information they may have in the public domain.

5. Monitoring & Evaluation

- 5.1 This Policy will be reviewed each year in line with the annual cycle of whole school self-evaluation and improvement planning. This review will be led by the appropriate member of SLT. Monitoring of the impact of this policy will be linked to the established processes of self-evaluation, including the role of student leaders and anti-bullying peer supporters. We will involve pupils in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they have to play to prevent bullying. We will canvas children and young people's views on the extent and nature of bullying. We will ensure that all pupils know how to express worries and anxieties about bullying. We will ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.