Anti-Bullying Policy

2023- 2024

Person responsible for the policy	PHSE Lead: Sharifa Begum

Aims

The aim of this policy is to ensure that all pupils are able to learn and develop in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and can affect any pupil. It is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunitiesavailable at school. The policy sets out clear procedures for preventing and handling incidents of bullying.

What is bullying?

The Department for Education defines bullying as:

- Repetitive, wilful or persistent behaviour intended to cause harm, although one-off incidents can in some cases also be defined as bullying
- Intentionally harmful behaviour, carried out by an individual or a group
- An imbalance of power leaving the person bullied feeling defenceless

The main types of bullying are:

Physical - any physical, aggressive act that causes harm to another e.g. hitting, punching, kicking, spitting

Verbal - any form of verbal abuse that is considered offensive e.g. racist remarks, name-calling, swearing

Social - actions designed to isolate or hurt others, e.g. spreading rumours, excluding someone from friendship groups

Online/cyber – any form of abuse occurring online via social media, chatrooms, email,instant messaging etc. This could be at home or at school.

Indicators of bullying

Pupils who are being bullied may show changes in behaviour, such as:

- Becoming shy and nervous
- Feigning illness
- Persistent absences
- Clinging to adults
- Changes in work patterns, lacking concentration or changes in quality of work
- Truanting from school
- Emotional fragil

Potential factors involved in bullying

Reasons for being a victim of bullying may include:

- Race
- Gender
- Social Class/family income
- Sexuality
- Religion
- New child in school
- Family circumstances
- Disability
- Age
- Perceived weaknesses/difference of any kind

Reasons for instigating bullying may include:

- Victim of violence themselves
- Low self esteem
- Peer pressure
- Emulating behaviour seen elsewhere, e.g. on TV/social media/at home

<u>Implementation of the policy</u>

The following steps must be implementedclearly and consistently by all staff across the school.

1. **Prevention**

The school will take appropriate steps to raise awareness of bullying.

This including:

- Fostering an inclusive, caring respectful ethos through our core values of Excellence, Resilience and Respect
- Reinforcement of positive behaviour through the use of the behaviour ladder
- Raise awareness through PSHE lessons, assemblies and whole class circle time
- Learning conversations, pupil voice and pupil surveys
- Participation in National and local initiatives such as Anti-bullying week and Online Safety week
- Termly Anti-bullying action days with specific theme e.g. Dangers of joining a gang
- Working alongside charities such as the NSPCC to reinforce personal safety.
- Taking part in the MET Police school programme
- Working alongside local agencies such as Headstart and Pathways to support pupils mental health and well-being
- School council work
- 'Worry boxes' in classrooms and communal areas
- Behaviour support Plans for identified pupils

2. Handling incidents
The following steps will be taken when dealing with incidents of bullying:

- If bullying is suspected or reported, the incident will be investigated
- Written accounts will be taken from all the pupils involved as well as any staff who witnessed the incident. Statements will also be taken from parents of incidents occurred outside of school
- Parents will be informed of any incidents and outcomes of any investigations
- A record of the incident will be recorded onto SIMS
- A monitoring period will take place to ensure there are no further incidents

3. Disciplinary action
The following disciplinary steps may be taken following an incident of bullying, according to the severity of the incident:

- In line with the school Positive Behaviour Policy a blue card will be issued for unrespectable behaviour
- A red card will be issued for serious and repeat incidents
- Fixed term exclusion / a Behaviour Support Plan will be drawn up following a fixed term exclusion
- Attendance Phoenix School on a short term basis
- Permanent exclusion

4. Support for pupils
Victims of bullying can be supported by:
- Offering the opportunity to discuss their concerns with a member of staff
- Offering of continued support
- Receive support from outside agencies, i.e. School counselor

Perpetrators of bullying can be supported by:
- Discussion of the incident
- Establishing the reasons as to why the pupil became involved
- Identifying the nature of the wrong-doing and need to alter such behaviour
- Informing parents or guardians to support their child

5. Support to Parents

- Meetings arranged with senior staff to discuss any concerns parents may have
- Parents invited to meetings with Behaviour Support Team
- Parents are involved in creating Behaviour Support Plans
- Parent courses /workshop in place e.g. Triple P to support parents to manage behavior at home
- Parent information via school newsletter and website e.g. Online Safety

The school will review this policy annually and assess its implementation and effectiveness. This will be shared with staff, parents and governors.

Links with other policies:
Policy
Behaviour Policy
Safeguarding and Child protection Policy
E-safety Policy
Equalities Policy
PSHE Policy
Complaints' Policy