

SIR FREDERICK GIBBERD COLLEGE

SFG

POLICIES AND PROCEDURES

PREVENTING BULLYING
POLICY

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Supporting primary and secondary schools across Essex and East London, BMAT is a growing multi-academy trust with a singular vision: schools, teachers and pupils freed to succeed.

This policy should be read in conjunction with BMAT's single equality Policy. This policy reflects measures established in law through the **Equality Act 2010** and emphasises that BMAT opposes all forms of racism, homophobia, prejudice and discrimination.

The **Equality Act 2010** replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

We are committed to the promotion of community cohesion at SFG, local, national and global levels, comparing our SFG community to its local and national context and implementing all necessary actions in relation to:

- Ethnicity.
- Religion or belief.
- Socio-economic background.

In accordance with the values of BMAT, we pledge:

- To respect the equal human rights of all our pupils.
- To educate them about equality.
- To respect the equal rights of our staff and other members of the Academy Trust community.

We will assess and analyse our current Trust practices and implement all necessary resulting actions to ensure pupils are not discriminated against because of their:

- Sex
- Race
- Disability
- Religion/belief
- Sexual orientation
- Gender re-assignment
- Pregnancy or maternity

These '**Protected characteristics**' have been set out in law in the **Equality Act 2010**.

BMAT is committed to eliminating practices, which could result in unfair or less favourable treatment for persons with a protected characteristic.

Preventing Bullying Policy

Introduction

This policy has regard to the DfE guidance [Preventing and Tackling Bullying](#).

In relation to cyberbullying, this policy takes note of the DfE guidance, [Cyberbullying: advice for Headteachers and school staff](#) and [Advice for parents and carers on cyberbullying](#).

Aims

The overall aims of this policy are the prevention of bullying and should instances of bullying occur, to help staff and pupils to deal with it effectively. All pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied and staff have a right to carry out their duties without fear of bullying by pupils.

Bullying is anti-social behaviour and affects everyone; 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 opportunities available at the school and succeed.

In this respect we seek:

- To ensure that everyone connected with the school is aware of the nature and types of bullying that may occur, both in and out of school, their causes and effects.
- To ensure high expectations of pupils' behaviour, as detailed in the school's behaviour policy.
- To use all pupils, staff and parents as a positive resource in the elimination of any form of bullying, drawing on peer pressure as a means of preventing bullying.
- To ensure that everyone is aware of their responsibilities in addressing bullying issues.
- To provide regular staff training in relation to the prevention of and response to bullying.
- To develop effective strategies to prevent bullying.
- To provide a consistent school response to any bullying and have clear procedures for dealing with incidents.
- To provide support for both the victim and the bully.

Definition

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- repeated;

- intended to hurt someone either physically or emotionally;
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation.

What does bullying look like, feel like, sound like?

Bullying is any behaviour by an individual or group that:

- Is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it.
- Happens more than once – there will be a pattern of behaviour, not just a ‘one-off’ incident
- Involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves.

It can be:

- Physical, e.g. kicking, hitting, taking and damaging belongings.
- Verbal, e.g. name calling, taunting, threats, offensive/personal remarks.
- Relational, e.g. spreading nasty stories, gossiping, excluding from social groups.
- Cyber, e.g. e-mails, picture/video clip bullying, instant messaging.
- Indirect, e.g. graffiti, defacing of property.

Who bullies?

Anyone has the capacity to bully. There are no completely reliable predisposition diagnoses. However, those who perceive themselves as low status within a community, institution or group may use bullying in an attempt to artificially boost their status. Self-esteem is therefore a key factor in whether someone bullies or not. This puts equal opportunities and inclusion at the centre of all work related to preventing bullying in schools.

Who is bullied?

Anyone can be bullied – young person, parent/carer, staff member or volunteer. People who suffer bullying are often perceived by others to be different. Sometimes the perceived difference is individual to that person – shyness, physical appearance, clothing and possessions, accent, perceived inappropriate behaviour. Frequently the perceived difference comes from assigning an individual to a group or to groups.

Identifying and reporting concern about bullying

All concerns about bullying will be taken seriously and investigated thoroughly. Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absence or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. All school staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Pupils who are bullying others also need support to help them understand and change their behaviour.

Pupils who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All pupils will be encouraged to report bullying by:

- Talking to a member of staff of their choice;
- Completing a 'bullying concern' form and placing it in the box at reception;
- Contacting local and national support agencies for advice/support.

A member of staff, who believes that he or she is being bullied or harassed, will be encouraged to report it to a colleague of their choice.

Parents will be encouraged to report concerns about bullying and to support the school in tackling it. We strongly discourage parents/carers from trying to resolve bullying directly with the bully or their families as this can lead to problems escalating.

Responding to reports about bullying

School

The school will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it.
- A clear account of the concern will be recorded and given to the relevant member of the pastoral team.
- The investigating member of staff will interview everyone involved and keep a detailed record. This will be held in line with the school's data protection policy.
- Parents/carers will be kept informed.
- Where bullying occurs outside school, any other relevant schools or agencies will be informed and advice/support obtained.
- Punitive measures will be used as appropriate and in consultation with all parties involved.
- School will offer mentoring to the victim and to the bully.

The school will take the following steps to prevent bullying:

- Raise awareness amongst students about the nature of bullying through inclusion in SMSC, form time, assemblies, subject areas and informal discussions, as appropriate, in an attempt to eradicate such behaviour.
- Give care and support to create and maintain a safe learning environment where all pupils feel safe, secure and valued and know they will be listened to and taken seriously in line with our ethos.
- Establish an inclusive environment where all pupils and staff feel confident to challenge attitudes about bullying behaviour.
- Through our curriculum work on bullying, increase understanding of what impact bullying can have on individuals.
- Participate in local and national initiatives such as Anti-bullying Week.
- Seek to develop links with the wider community that will support inclusive, anti-bullying education.

The most effective prevention of bullying is to create an environment where all are respected and valued equally.

Pupils & Staff

Staff who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Providing reassurance that the bullying will be addressed.
- Offering continuous support.
- Restoring self-esteem and confidence.
- The use of specialist interventions and/or referrals to other agencies e.g. educational psychologist, where appropriate.
- Help and advice on how to remove online material.

Pupils who have been bullied will be supported by:

- Discussing what happened.
- Supporting building confidence and self-esteem.
- Informing parents/carers to help support the pupil.
- The use of special interventions and/or referrals to other agencies where appropriate.
- Peer Mentoring.

Pupils who have been bullying will be supported by:

- Discussing what happened.
- Establishing the wrongdoing and need to change.
- Informing parents/carers to help change the attitude of the pupil.
- The use of special interventions and/or referrals to other agencies where appropriate.
- Peer Mentoring.

The following consequences may be issued to perpetrators:

- Official warnings to cease offending.
- Detention.
- Exclusion from certain areas of the school premises.
- Isolation.
- Minor fixed term exclusion.
- Major fixed term exclusion.
- Permanent exclusion.
- Group or one-to-one work to explain the negative effects of bullying to the perpetrators and their cohort.

Parents/Carers

- Most concerns about bullying will be resolved through discussion between home and school. However, where a parent/carer feels their concerns have not been resolved, they are encouraged to use the school's Complaints Policy.
- Where a pupil is involved in bullying others outside school, i.e. in the street or through the use of internet at home, parents/carers will be asked to work with the school in addressing their child's behaviour, for example, restricting and/or monitoring their use of the internet or mobile phone.
- Referral of the family to external support agencies will be made where appropriate.

Promotion of this Policy

This policy and methods for reporting bullying concerns will be promoted throughout the school, for example in information packs for new parents/carers and staff and through regular awareness raising activities with existing pupils and parents. Preventing Bullying assemblies will support these efforts. Pupil surveys will be carried out in each year group.

Monitoring, evaluation and review

A senior member of staff will be identified to lead on the implementation of the policy. An annual report will be made to the governing body, including statistics about:

- The number of reported concerns.
- Monitoring information about the pupils involved.
- Motivations for bullying.
- Actions taken and outcomes.

The school will review this policy annually at the end of each academic year and assess its implementation and effectiveness.