

# Anti-Bullying Statement of Practice

<b>Date Drafted:</b>	<b>November 2020</b>
<b>Date Approved by Governors:</b>	<b>3 December 2020</b>
<b>Review Frequency:</b>	<b>Annually</b>
<b>To be Reviewed By:</b>	<b>Miss K Gould</b>

## Introduction

This Anti-Bullying Policy directly reflects the aim of The Long Eaton School Improvement Plan which states we will, 'Provide support, care and guidance for all learners which ensures that they are safe and healthy, and enables them to achieve their full potential and prepares them to make a positive contribution to life in modern Britain and the global community.' Through promoting the 'Fundamental British Values' of "democracy, rule of law, individual liberty and mutual respect and tolerance to those of different faiths and beliefs" we create an open culture in which everyone is encouraged to recognise and value positive contributions to the school and wider community and a climate where they are encouraged to challenge assumptions and address sensitive and controversial issues. The expected outcome is that, all members of the community feel welcomed, safe, respected and valued in the school.

The Governing Body believe that all students have the right to be educated in an environment where there is mutual respect and co-operation, where individual differences are tolerated and each member of the school community feels happy, safe and secure, able to achieve their maximum potential.

Some incidents of bullying are specific and may refer to a person's:

- Race
- Religion
- Culture
- Sexual orientation or gender reassignment
- Appearance or health conditions
- Disability or SEN or ability and talents
- Home circumstances

Under the section, 'Acceptable and Unacceptable Behaviour' of The Long Eaton School **Behaviour Management Policy**, it states, 'The school has identified examples of unacceptable behaviour as that which includes name calling, verbal abuse, threatening language, intimidation, stealing other students' property, physical abuse, bullying and harassment of any kind. Bullying of any sort, including the bullying of school staff by students, parents and other staff is contrary to this ethos, and will not be tolerated at The Long Eaton School. Our Anti-Bullying policy is designed to protect the rights of every individual and promote care and respect for ourselves and other people.'

### Definition of Bullying

Bullying is deliberately harmful behaviour, repeated over a period of time, which is intended to make other people feel uncomfortable or threatened. It is carried out by boys and girls; individuals and groups and can take many forms:

- Physical aggression, including shoving and poking, throwing things, slapping, choking, punching and kicking, beating, stabbing, pulling hair, scratching, biting, scraping and pinching or threatened violence/intimidation.
- Name calling, taunting, nasty teasing, insults, sexist remarks, spreading malicious gossip.
- Isolating individuals – ignoring them or excluding them from group activities.
- Damage to property, taking someone's belongings or extortion.
- Social exclusion.
- Bullying by phone/text messaging or computer.

### What the Law says

Some forms of bullying are illegal and should be [reported to the police](#). These include:

- violence or assault
- theft
- repeated harassment or intimidation, e.g. name calling, threats and abusive phone calls, emails or text messages
- hate crimes

<https://www.gov.uk/bullying-at-school/the-law>

## Types of Discrimination ('Protected Characteristics')

It is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being [pregnant](#) or on maternity leave
- [disability](#)
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex

<https://www.gov.uk/discrimination-your-rights>

## Management of Bullying

Although we do not feel that bullying is widespread at The Long Eaton School, we acknowledge that it does happen. We always treat all reports of bullying seriously, no matter what the circumstances, and deal promptly, sensitively and efficiently with incidents when they occur. A 'No Blame Approach' is adopted initially. The school may take the decision to report bullying to the police or social services. Any discipline will take account of special educational needs or disabilities that the students involved may have.

<https://www.gov.uk/bullying-at-school/reporting-bullying>

Headteachers have the legal power to make sure students behave outside of school premises. This includes bullying that happens anywhere off the school premises, eg on public transport or in a town centre. School staff can also choose to report bullying to the police or local council. Bullying is destructive to the personal development of both the victim and the bully. Our aim is to challenge attitudes and behaviour.

Responsibility for this lies with **all** members of the school community and the Life Skills programme and assemblies are used as a means of raising awareness, exploring the issues, discussing strategies and empowering individuals.

The school curriculum will be used wherever possible to reinforce the ethos of the school and help students develop strategies to combat bullying-type behaviour and the school works hard to ensure that all students know the difference between bullying and simply 'falling out'.

The effective management of bullying has four strands:

- **Recognition of the Signs**  
Changes in behaviour, work patterns, concentration, punctuality and attendance issues.
- **Encouragement to Tell**  
All members of the school community are responsible for reporting incidents of bullying and should not see this as 'snitching'.
- **Creating a Positive Ethos**  
Living the vision, promoting a caring environment, promoting respect for ourselves and others and raising awareness through the pastoral curriculum.
- **Consistency**  
All staff should take incidents seriously and follow the outlined strategies.

All members of staff, parents and students have a part to play in enforcing an anti-bullying policy.

## Actions to Tackle Bullying

- The school has a focus on respect, which addresses issues such as homophobic or any derogatory language.
- The Life Skills programme and Weekly Notices are used to raise awareness of the issues and to challenge and modify attitudes and behaviour.
- Bullies and victims are interviewed. Initially a 'NO BLAME APPROACH' is adopted. Both the victim and the perpetrator are questioned sensitively and allowed to provide their version of events. (Closed questioning/accusatory remarks should be avoided where possible).
- Written statements should be taken from each (and witnesses as appropriate).
- All incidents must be logged on Class Charts and written back to SIMS. Incidents should be logged for all students involved.

- Parents of both parties need to be contacted and complaints from parents will be dealt with promptly.
- Students are encouraged to give frank responses related to bullying on the annual survey.

Racist incidents are recorded in line with the 1999 MacPherson Report and letters are sent to the parents of the suspected perpetrators and the victim. Standard letters are available and personalised as appropriate.

**The Safeguarding Policy** states, 'all staff, whether paid or voluntary, have a duty to keep young people safe and to protect them from physical and emotional harm. This duty is in part exercised through the development of respectful, caring and professional relationships between staff and students and behaviour by staff that demonstrates integrity, maturity and good judgement'. Whilst it is recognised that all staff have a duty of care and responsibility to deal with incidents of bullying, procedure must be in line with school policy and information/copies of any reports/statements relating to incidents need to be passed to the Achievement Leader.

### **Strategies**

The Long Eaton School will do all it can to ensure bullied students continue to attend school. In addition to the examples of support listed below, this may include using separate on-site provision that provides respite for bullied students, whilst maintaining their educational progression. This support will go hand-in-hand with measures to tackle the bullying so that bullied students feel safe at school, and on their way to and from school.

Removing bullied students from school, even for a short time, disrupts their education and can make it difficult for them to reintegrate. It also fails to address the causes of the problem and can send the wrong message that victims of bullying are unwelcome. The Long Eaton School will respond sensitively where an absence arises as a result of bullying but, in most cases, it may not be necessary or helpful to remove a bullied child from school. A number of strategies may be employed to resolve the problem, prevent further development and modify behaviour.

- Bully and victim may be brought together, with a member of staff mediating, to discuss the issues and resolve their differences. The discussion should remain focused on finding a solution to the problem and stopping the bullying recurring. In some instances, the bully may simply be given a warning.
- Where more than one student is involved in bullying another student role play and Circle Time may be used. This can be an effective way of sharing information and provides a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour.
- Student Support Centre workshops (including sessions run by the Behaviour Support Service) may be used to modify behaviour.

**Bullies** need to be helped to identify, confront and modify their aggression.

**Victims** need to be equipped to be more assertive.

- Victims may be encouraged to keep a log/diary of specific incidents in which they feel intimidated/threatened. They should be encouraged to record at least one positive achievement/happy thought/event each school day.
- Victims are encouraged to report all incidents of bullying and may use a school email system [stopbullying@longeaton.derbyshire.sch.uk](mailto:stopbullying@longeaton.derbyshire.sch.uk) as a means of communication with the Pastoral Officers if they feel more comfortable doing this. There is also a 'Post Box' at Student Services.
- Victims will be steered towards "safe areas" within school or provided with a short term pass/safe haven, until their confidence returns.
- Victims may see Pastoral Officers at any time. The team will work with victims on reporting strategies and logging of incidents.
- Victims are followed up after the incident has been dealt with to check they are feeling safe and there has been no recurrence of the issues. This follow up is logged.
- Referral to the school nurse may be appropriate for students with low self-esteem.
- Within school a member of staff may seek support through HR. Teacher Net is a national provision for all teachers in the UK and can offer free, confidential advice for those working as teachers. In addition, staff employed at the school have access to the Derbyshire Counselling Service. Leaflets are available within curriculum teams and staff may call 01629 536954.

The school web site sign posts parents and students to sources of support.

## **The Student Planner contains the following advice for victims of bullying:**

### **What should you do?**

Tell yourself that you do not deserve to be bullied.

Try not to show you are upset.

Stay within safe areas or with a group of people – there is safety in numbers.

Try to be assertive – say no – walk away confidently.

Don't fight back – it usually makes things worse.

**ALWAYS TELL.** Talk to an adult you can trust. You will be taken seriously and the best course of action considered.

Keep a record of who is involved and what actually happened.

### **NEVER KEEP THESE PROBLEMS TO YOURSELF**

Student Councils are involved in the regular review of procedures relating to bullying and are actively encouraged to produce displays and guidance for peers.

### **Sanctions**

Sanctions will vary depending upon the individual situation/attitude of the alleged bully and the severity/frequency of the incident.

#### Initially

- The bully will be warned off, parents informed and their support enlisted.
- Incidents will be logged and 'bullies' monitored.
- The bully may be isolated during break or lunchtime to prevent further incidents and to protect the freedom of others.
- Persistent bullies may be referred to the Student Support Centre to follow a programme designed to explain their aggression and modify their behaviour.
- Where property has been damaged, the bully will be expected to make reparation. (Although the school would suggest this as a reasonable course of action, responsibility for seeking compensation rests clearly with the parents of the victim and it may be their choice to involve the police).
- Incidents of unprovoked physical assault within school will result in fixed-term exclusion. (Again parents may wish to refer the matter to the police and this would certainly be the advised course of action for incidents which occur outside of school).
- The Headteacher may decide to permanently exclude a student in the event of continued bullying.

### **Evaluation**

- Heads of Year will work with the Senior Leadership team to co-ordinate the recording system and communicate the information.
- Reports will be passed to the Heads of Year who will analyse patterns and work with stakeholders on appropriate systems of intervention.
- Records and analysis of bullying, discriminatory and prejudicial behaviour, either directly or indirectly, including racist, disability and homophobic bullying, use of derogatory language and racist incidents form part of the Student Development self-evaluation and reported to Governors.
- The school community will be consulted annually on whether the policy is being effective
- An Anti-bullying action plan is in place and updated regularly
- The Anti-Bullying policy will be annually reviewed and updated as necessary.

The following appears in Student Planners:

## PERSONAL SUPPORT

**Are you worried about .....**

relationships

*general health*

*growing up*

bullying

**friendships**

**school**

- **The Form Tutor** is the person who knows you best and sees you daily.
- You may have a **Mentor or Key Worker** who offers support.
- **The School Nurse** can advise on all sorts of personal and health issues and appointments can be made at Student Services.
- **Pastoral Officers** are available to support you with concerns you may have.
- **Mrs Coxon** is available to support you with your emotional well-being. Her office is at the top of the stairs in the Orange area.
- If you are worried about your safety, or somebody else's safety, **speak to Mrs Harrowing** or another member of staff, who will pass on the information for you. Her office is on the Ground Floor near Student Services.

We believe that all our students have the right to feel safe and secure, educated in an environment where there is mutual respect and co-operation, and bullying of any sort will not be tolerated.

**StopBullying@longeaton.derbyshire.sch.uk**

### What you should do:

- Tell yourself that you do not deserve to be bullied.
- Try not to show you are upset.
- Stay within safe areas or with a group of people – there is safety in numbers.
- Try to be assertive – say no – walk away confidently.
- Don't fight back – it usually makes things worse.
- **ALWAYS TELL.** Talk to an adult you can trust. You will be taken seriously and the best course of action considered.
- Keep a record of **who** is involved and **what** actually happened.

**NEVER KEEP THESE PROBLEMS TO YOURSELF!**