Saltash Community School

ANTI-BULLYING POLICY

Last Reviewed	November 2021
Next Review Date	
Committee	
Ratified Full Governors	May 2022

Policy Aim

We expect all students to follow our school values, Tenacity, Empathy, Aspiration and Motivation, and this policy encourages Empathy.

This policy forms a part of the schools overall Relationships and Behaviour Policy. The aim of the Anti-Bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at school.

All members of TEAM Saltash have the right to a safe and secure environment.

We want everyone to feel safe and be happy and have the right to support when feeling insecure. We want Saltash Community School to be a place where bullying is viewed as unacceptable, treated seriously and dealt with effectively.

What is bullying?

Bullying is anti-social behaviour and affects everyone. Saltash Community School will not accept bullying of any kind. Our Relationships and Behaviour policy follows the joint enterprise model. Those who orchestrate bullying, but do not carry out the bullying themselves and those who are on the periphery of the action, can still be sanctioned and educated about their behaviour.

Bullying is defined as:
'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally' (Department for Education)
'The repetitive intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power' (Anti-Bullying Alliance)

Bullying can take many forms

- o Physical – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- o Verbal – such as name calling, using derogatory or offensive language or threatening someone
- o Emotional – Such as deliberately excluding or ignoring people
- o Sexual – such as unwanted comments or touching
- o Online /cyber – such as using text, email or other social media to write or say hurtful things about someone
- o Indirect – such as spreading rumours, telling others to ignore someone or sharing embarrassing photos or videos

and can sometimes be motivated by prejudice against particular groups, for example

- o Gender
- o Health
- o Race
- o Religion or belief
- o Special Educational Needs and Disabilities
- o Sexual orientation

- o   Gender identity
- o   Appearance
- o   Culture or class
- o   Young carers

It might be motivated by actual, or perceived, differences between students.

It may also be bullying when:

- o   The same person or group always leaves someone out or shuns them
- o   Someone makes threats of violence against someone else
- o   Someone damages someone else's property deliberately
- o   Someone takes someone else's property
- o   Someone tries to force someone else to do something they do not want to do

All of these actions are serious, and adults should always intervene. They may not be regarded as bullying unless they are part of an on-going pattern of behaviour against the victim.

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences, unexplained weight loss or gain or clinging to adults.

In all instances Saltash Community School will encourage students to discuss their concerns with other members of the school community, be that in person, through our electronic email system, or through the anonymous reporting tool on the website.

Prevention:

Saltash Community School aims to prevent bullying by:
- o   Being a school where students feel they can talk to someone about bullying
- o   Involving students in discussions about bullying
- o   Training students about bullying and how to help (Anti-Bullying Ambassadors)
- o   Raising self-esteem
- o   Giving students strategies to avoid bullying
- o   Providing effective supervision
- o   Providing early intervention by staff
- o   Providing positive role-models
- o   Dealing with issues related to bullying within PD lessons and the wider school curriculum, including TEAM Reader, the tutor programme and Assemblies
- o   Celebrating difference and diversity across the school through diverse displays, books and images
- o   Participating in events including Anti-Bullying week, Black History Month and LGBT History month
- o   Promotion of positive social behaviour
- o   Providing designated quiet social areas (STAR centre, Library, Pastoral Hub)
- o   Promotion of the school value Empathy
- o   Working with external agencies

Implementation:

Each case will be treated individually and depending on circumstances, one or more of the following strategies will be employed:

Staff:
- o If bullying is suspected or reported, the incident will be dealt with at the earliest opportunity by the member of staff who has first been involved
- o A clear account of the incident will be logged on CPoMS and the Pastoral Team/Assistant Headteacher (Behaviour and Attitudes) will agree an appropriate response
- o An appropriate person will obtain statements from all concerned and will update the CPoMS record
- o Parents/carers of all students involved will be kept informed
- o Measures to stop the behaviour will be used as appropriate (outlined in the Relationships and Behaviour policy) and in consultation with all parties involved
- o Involvement of appropriate outside agencies may be involved to support all parties
- o The situation will be monitored, by the Head of Year, to ensure that it is not continuing

Students:
Students who have been bullied will be supported by some of the following:
- o An offer of an immediate opportunity to discuss the experience with an adult of their choice
- o An offer of continuous support and reassurance to the student
- o Opportunities to restore self-esteem and confidence
- o Counselling within school if wanted
- o Safe areas to go to if the student feels vulnerable at particular times in the school day.

Students who have bullied, or been involved in the bullying (joint enterprise) will be supported by some of the following:
- o Discussing what happened/why the student became involved
- o Opportunities to discuss their concerns with the school counsellor.
- o Establishing their wrongdoing and need to change
- o Working with parents/carers to help change the attitude of the student.

The following disciplinary steps may also be taken:
- o Official warnings
- o Removal of privileges/activities
- o Detention
- o Exclusion from certain areas of school premises
- o Removal of access to social areas
- o Fixed-term exclusion/permanent exclusion

Curriculum:
We will ensure students will have opportunities to develop their understanding of the nature of bullying, to explore their own and others' attitudes to bullying and to develop the skills to deal with bullying through PD lessons, TEAM Reader and other subject areas and through assemblies and other school activities, such as Anti- Bullying week.

Bullying outside school premises:
Where bullying outside school is reported to school staff, we will support the families in seeking help and, where appropriate, we will sanction those involved appropriately.

Cyber-bullying:

The rapid development of, and widespread access to, technology has provided a new platform for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content with a single click.

We will use the wider search powers included in the Education Act 2011 to tackle cyber-bullying allowing staff to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

Derogatory language:

Derogatory or offensive language is not acceptable at Saltash Community School and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPoMS and follow up actions and sanctions, if appropriate, will be taken for students and staff found using any such language.

Prejudice-based incidents:

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents at Saltash Community School are taken seriously and recorded and monitored, with the Headteacher regularly reporting incidents to the Governing Body and the Local Authority.

Training:

The Headteacher is responsible for ensuring that all school staff receive regular training on all aspects of the anti-bullying policy.

Adults:

Adults at Saltash Community School also have a right to work free from bullying and the philosophy of this policy applies to all members of the school community. Any adult who feels they are being bullied should be encouraged to discuss the issue with their Line Manager or a member of the Senior Leadership Team.

This policy is linked directly to the following policies:
- o Relationships and Behaviour for Learning Policy
- o Child Protection and Safeguarding Policy