

Ashcroft School and Extended Services

Anti-Bullying Policy

Date:

November 2017

Review Date:

November 2018

Policy Objectives

- ❖ To increase awareness and encourage students to report concerns regarding bullying
- ❖ To provide protection, support and reassurance for victims
- ❖ To develop the self confidence and self esteem of all students
- ❖ To develop an effective range of emotional 'self defence' skills for students
- ❖ To promote an anti-bullying ethos amongst the whole school community

Key Beliefs

- ❖ We make clear that bullying in any form is unacceptable and will be taken seriously and dealt with promptly
- ❖ To ensure the whole curriculum contains frequent opportunities to learn about and discuss bullying and its impact. Emotional Literacy sessions should offer pupils chance to learn about and experiment with assertiveness, empathy and self esteem in a safe and nurturing environment. Work will also be carried out on raising awareness of bullying issues including Cyber bullying/E-Safety (see separate policy)
- ❖ To ensure conflict resolution an integral part of school life and learning Ensure that life skills, such as building and maintaining positive and healthy social relationships are an integral part of the school curriculum and ethos.
- ❖ Ensure adults within the school community role model healthy and appropriate social conduct
- ❖ Promote anti bullying and raise awareness of available help and support through use of displays, posters, school assemblies and special events such as expressive arts projects
- ❖ Ensure that all pupils understand the ways in which bullying can be reported to adults within the school, either as the victim, perpetrator or witness. Examples include:
 - Talking to a trusted adult in school
 - Talking to a parent or carer
 - Seeking peer support before approaching a member of staff together
 - Writing about the bullying for a staff member to read. As a witness this can be done anonymously if desired.
- ❖ Ensure all staff have a clear understanding of how to respond to disclosures of bullying
 - Actively listen to the pupil

- Complete an accurate and factual report of the incident or events in the pupils own words.
- Begin to gather statements from any witnesses or other involved.
- Assemble key staff (pastoral team, SLT or form teacher) to plan a response to the disclosure, ensuring the immediate safety of the pupil is paramount.
- Report to parents or carers along with any key professionals involved with the pupils such as a social worker
- Conduct an investigation
- Ensure a prompt, fair and proportionate response if sanctions/ consequences need to be implemented.
- A plan for support and resolution must be devised ensuring the victim is in agreement with each step.

Key Beliefs Explained

Every pupil has a right to learn in a safe environment, confident in the knowledge they are free from the threat of harassment and any form of bullying behaviour.

Definition of bullying:-

Bullying occurs when an individual or group uses strength or power to inflict hurt – either physically or emotionally – by means of intimidation or abuse of power. It is usually persistent, is often covert, and is carried out with conscious effort.

Bullying includes

- Physical assault against a person or group because of some perceived physical, emotional, sexual, intellectual, cultural or racial difference
- Derogatory name calling of an insulting nature
- Verbal threats of physical violence or of actions likely to cause emotional harm
- Demanding money, material goods, or favours by means of threats, force, manipulation or exploitation.
- Graffiti designed to intimidate or embarrass
- Any form of behaviour that seeks to discriminate, verbal or otherwise (on social media for example)
- Cyber bullying includes bullying by phone, use of the internet including social media, or other electronic means
- Purposefully excluding another from a social group or activity

MONITORING AND EVALUATION

Incidents of bullying will be monitored and recorded according to current legislation and guidelines. Any racist or homophobic bullying will be formally recorded in all cases.

This policy will be made available to the entire school community via the school's web site, or a hard copy can be provided on request from the School office.

The senior leadership team is responsible for monitoring and evaluating this policy on a regular basis.