

Chacewater School



Anti-Bullying Policy 2022/23

Ratified: July 2022

Review: July 2023

At all times when applying this policy the principles of the Equality Act 2010 should be applied. This means considering whether or not there is a protected characteristic and if so how this should be taken into account. For students with special educational needs and/or disability this will include detailed consideration of what reasonable adjustments are needed and/or have been applied. Students may not be discriminated against or put at a disadvantage directly or indirectly arising out of this policy.




Aims

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is negative behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying behaviour are exposed and addressed will pupils be able to fully benefit from the opportunities available at this school.

Definition of bullying at Chacewater School is:

Repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe.

Three types of Bullying behaviour are:

Verbal	Indirect	Physical
		
The repeated negative use of speech, sign language, or verbal gestures to intentionally hurt others.	The repeated negative use of actions, which are neither physical nor verbal, to intentionally hurt others.	The repeated negative use of body contact to intentionally hurt others.
Hurtful words, offensive language, swearing, discriminatory language.	Isolating someone, rumours, sharing someone's secrets, cyber bullying, damaging / taking someone's property, physical intimidation.	Hurting someone intentionally, kicking, punching, pinching, spitting, slapping.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils will be encouraged to report bullying in school to a member of staff.

School teaching and support staff are alert to signs of bullying and will act promptly and firmly against it in accordance with the school policy.

Statutory Duty of Schools

The head teacher has a legal duty under the School Standards and framework act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation school

The following steps may be taken when dealing with incidents:

- If bullying behaviour is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded (CPOMS) and discussed with the head teacher/Senior Leadership Team
- The head teacher/Senior Leadership Team will interview all concerned and will record (CPOMS) the incident
- Class teachers and relevant staff will be kept informed
- Parents/carers will be kept informed
- Restorative measures will be used as appropriate and in consultation with all parties concerned.

Implementation pupils

Pupils who have experienced bullying behaviour will be supported by:

- Offering an immediate opportunity to discuss experience with the class teacher or member of staff of their choice
- Reassuring the people that the issue is recognised and will be acted upon
- Offering continuous support and protection if needed
- Restoring self-esteem and confidence through one-to-one and group work using the circle time model
- Informing and advising parents/carers on how to help support the pupil

Pupils who have displayed bullying behaviour will be helped by:

- Discussing what happened
- Discovering why the pupil became involved and understanding the motivation
- Establishing the wrongdoing and need to change
- Restoring self-esteem and confidence through one-to-one and group work using the circle time more model
- Informing and supporting parents/carers to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- official warnings to cease offending
- exclusion from certain areas on school premises and at certain times
- minor fixed term exclusion (part of the day, lunchtimes or break times)
- major fixed term exclusion (one or more whole days)
- permanent exclusion

Curriculum

Within the curriculum the school will raise the awareness of the nature of bullying behaviour through inclusion in our RHSE lessons, assemblies and subject areas as appropriate, in attempt to eradicate such behaviour. (see also online safety policy).