

Anti-Bullying Policy & Practice Appendix 2

Approved by Full Governors : 28th January 2014

Review Date : Autumn 2014

Anti-Bullying Policy & Practice

Working together in the community for achievement, enjoyment and well-being



Within a Christian ethos at Ipsley:

- We are committed to providing a caring, friendly and safe environment for our pupils
- Bullying is unacceptable anti-social behaviour.
- If bullying does occur, all pupils should be able to 'TELL' and know that incidents will be dealt with promptly, and effectively.
- We are a 'TELLING' school – anyone who knows that bullying is happening is expected to 'TELL'
- We aim to raise awareness of the nature and impact of bullying.

Procedures

All incidents of bullying should be reported to members of staff by the child themselves (or a friend if they do not have the confidence, or are scared), by a parent or other adult.

Investigating the Incident : The Victim

- Staff will actively listen to the child(ren) and take the matter seriously.
- The member of staff receiving the complaint will either deal with it personally or go to another school adult who may be in a better position to take action: class teacher/Year leader/ Hub staff or SLT member.
- The facts will be recorded – where, when, who, what, why?
- The child(ren) being bullied will be re-assured and taken care of,
- The child suffering the incident may well have a second discussion in order to establish the facts.
- The incident will be investigated by checking the details with other victims, perpetrators and bystanders.
- The victim's parents will be informed and may be invited in to school for a discussion.
- The victim will be informed that the incident has been dealt with – A note may be written in the Learning Diary for parents, or a letter sent home or a phone call home may be required.
- The victim will be given advice about 'telling' in the future and ways to avoid the situation re-occurring – they may be give some assertiveness training, a 'Guardian Angel' or mentor.
- The incident will be logged on the school Pastoral Contact Record and copies may be given to appropriate members of staff.
- Significant incidents will be logged on a County Anti-Bullying log record sheet (at the discretion of the Year Head) and handed to the Head of Pastoral Care for filling in the school Anti-Bullying Log. The Head of Pastoral Care will make the returns to County on a regular basis.
- Members of staff will check with the victim afterwards for a number of days or weeks to check there has been no re-occurrence of anti-social behaviour.
- A class or year group may be asked to look after a vulnerable pupil.

Investigating the Incident: Perpetrators

- Perpetrators/bystanders will be spoken to so they understand the consequences of their actions. Punishments may be issued, warnings given, apologies written, detentions set, parents informed, police informed, depending on what is appropriate to the circumstances.
- Very serious incidents of bullying or persistent bullying may result in fixed term exclusion.
- The Principal or Head of Pastoral Care may inform the Police or Education Welfare Officer in the case of very serious incidents.
- Letters may well be sent home to a whole year group giving advice about cyber safety, should this be an issue.

An effort will be made to reconcile the bully and the victim either at the time or later, depending on circumstances. Compassion may be needed from pupils and parents.

Signs and Symptoms – *we also need to be aware victims can be bullies themselves*

Pupils may indicate by signs or behaviour that they are being bullied. They may:

- Be frightened of walking to and from school or be unwilling to go to school.
- Begin to do poorly in school work.
- Become withdrawn, start stammering, stop eating.
- Frequent injuries, bruises, cuts.
- Become unwell at school time, tummy ache, headache.
- Regularly have books or clothes destroyed/possessions go 'missing'.
- Become distressed, stop eating, cry easily, have nightmares.
- Become disruptive or aggressive.
- Start stealing money (to pay bully).
- Depressed
- Be frightened to tell or nervous of messages received on mobile or internet.
- Attempt suicide or run away.

Good Advice for Pupils

- All year groups will regularly, each year, have Anti-bullying awareness training as part of the PSHCE and Citizenship programme.
- The school takes part in Anti-Bullying week activities each November.
- Posters will be on display around school about Anti-bullying.
- Ipsley Pupils' Anti-bullying Advice leaflets are available.
- From time to time cards or advice leaflets will be distributed to pupils and parents.
- From time to time questionnaires may be completed, or a 'Pupil Voice' survey or a discussion take place at School Council so staff have feedback on the anti-bullying issue at Ipsley.
- Childline numbers will be on display in the cloak room area of each year group.

Anti-Bullying

- All staff, pupils and Governors will work together in an effort to eradicate bullying from Ipsley Church of England RSA Academy.

- All Teachers / Lunchtime Supervisors / teaching Assistants / Office Staff are trained to follow school procedures about bullying. Year 8 Student leaders are on duty at Lunchtime on the playground and will 'tell' with a younger pupil, on their behalf, if there is a bullying situation.
- Staff will deal with the situation following the Academy's Anti-Bullying Policy. Staff will use either restorative Justice Approach, the Pikas Approach or the No Blame Approach or elements of all three.
- Quieter areas of the school will be well supervised by staff to make sure everywhere is safe. At home time each day a member of the Leadership Team will be outside to ensure safety and well-being as children leave school.
- The Office Staff will refer parents or information to the appropriate adult should they wish to inform about a bullying incident.

Cyber-bullying

Cyber-bullying can be a very serious matter and can constitute a criminal offence. Investigate and record.

- Advise pupils to keep a record of the bullying as evidence. Make sure the child knows not to retaliate.
- Take steps to identify the bully, including checking computer systems etc.
- Once the person bullying is identified steps should be taken to change their attitude and behaviour.
- The person responsible should remove the content from the public domain.
- Technology-specific sanctions could include limiting internet access for a period of time.
- Help the victim to consider what information they have in the public domain.
- Check that the victim understands simple ways to prevent it from happening again e.g. *Changing contact details, blocking contacts or leaving a chat room.*

Homophobic and Racist Bullying

Homophobic and Racist language is unacceptable :

- Remind the pupil that homophobic or racist language is not acceptable, offensive and a form of bullying.
- Explain the effect that homophobic or racist bullying has on people. Pupils need to understand that such language is a form of discrimination and that incidents are taken seriously.
- Record the incident, consider the sanction that will apply then or if further incidents take place.
- Invite parents to discuss the attitude of the pupil. Report significant incidents in Racist & Homophobic Log.

Restorative Justice Approach

Restorative Justice approaches are a positive way of dealing with inappropriate behaviour including bullying. Rather than using blame and punishment, those involved in the situation where harm has occurred are able to look at what harm has been caused and how people have been affected. Those involved are then able to look at what needs to be done to put things right.

The aim of this approach is to teach the young person to take responsibility for the impact of their behaviour on other people.

What I need when I have been harmed:

- Someone to listen.
- Space to think about the event and to calm down.
- A chance to ask “why me?” “What did I do to deserve this?”
- If formal investigations are taking place I need to be kept informed.
- I want the person who has caused the harm to understand and acknowledge the effect of their actions on me and anyone else affected.
- A sincere spontaneous apology.
- If possible, for things to be put right.
- Reassurance that it won’t happen again.
- A sense of justice.
- A sense of being able to put it behind me and of feeling more in control of my life.

What I need when I have caused harm:

- Time to think
- For someone to listen to my story.
- To be able to explain to myself and the other person why I did what I did.
- A chance to apologise.
- To be able to put things right.
- Reassurance that the matter is finished that I can move on.

Guidelines

- All people should be treated with respect.
- Feelings, needs and rights should be considered.
- The importance of communication is recognised.
- There is a willingness to listen to another’s viewpoint or perspective.
- The focus is on solving problems.
- All those affected by an incident are involved in a decision about the way forward.
- As far as possible, the physical and emotional harm is repaired.

The Pikas Approach

The Pikas approach is a way of dealing with group bullying with the aim of encouraging the group members to exercise their responsibility towards others as individuals rather than collectively.

The 'gang' takes on its own identity. Individual members have doubts and anxieties about what they are doing, but through pressure to conform they accept its values.

The most important step in combating the gang's activities is to re-individualise the group members. This involves the teacher meeting with members of the gang individually and making each one aware of his or her own feelings of unease or embarrassment about the gang's bullying.

Each bully is encouraged to devise a solution to the bullying problem and to put this plan into action. The situation is monitored over a series of weeks through regular meetings.

The staff member meets with the victim to be supportive and help the victim talk about the bullying. The victim may not be blameless.

After several weeks of meetings and when the victim is ready for it a meeting is arranged to find a way for all parties to live together. The Pikas approach is not intent on apportioning blame, or metering punishments but on accepting that the victims situation is very unpleasant.

This strategy increases tolerance, promotes communication, and helps students to generate solutions themselves.

- Each of the group of bullies is interviewed individually to discuss the incident and explore his or her anxieties and reservations, as soon as possible after the incident.
- The 'victim' is interviewed last, to reduce accusations of informing.
- At the end of each interview there is a discussion about how each person will behave with the others involved, and what he or she will be saying to them.
- Everyone is brought together to agree on their 'shared concern' and the action they will take.
- The situation is reviewed a week later with the group, and monitored subsequently.

No Blame Approach

- Interview the victim. Talk to the victim about their feelings and establish who is involved.
- Convene a meeting with the people involved. Meet the group of pupils who have been involved – bystanders or colluders who joined in but did not initiate.
- Explain the problem. Explain how the victim feels but do not discuss details or apportion blame.
- Share responsibility. State that the group are responsible and can do something about it.
- Ask the group for their ideas. Each person suggests a way the victim could be helped to feel happier. Gives positive responses but do not extract promises of improved behaviour
- Leave it to them. Pass over the responsibility to the group to solve the problem. Follow-up.
- Meet them again. About a week later discuss with each child, including the victim, how things have been.

External Contacts

- Worcestershire Anti-Bullying Policy is available at: www.wgfl.networks.net
- Childline – Telephone – 0800 1111 (www.childline.org.uk)
- Parent Partnership Service – Telephone – 01905 727940 (www.ppsworcs.co.uk)
- Kidscape (www.kidscape.org.uk)
- Antibullying Alliance (www.antibullying.net)

(See also Ipsley RSA C of E Academy Behaviour Policy)