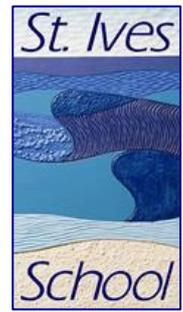




St Ives School

ANTI-BULLYING POLICY



School Name: St Ives School

Date policy approved by Governors:

Date policy becomes effective: Immediately

Review date: March 2018

Dissemination: Website and T-Drive

Person responsible for Implementation and Monitoring: Deputy Headteacher

Links to other relevant policies: Safeguarding Policy, Behaviour Policy

Aim:

To ensure that every child is able to learn in a school environment free from bullying of any kind and in which they feel safe and supported.

Definition:

Bullying is a repetition of behaviour that is intended to hurt someone either physically or emotionally. Bullying may be aimed at certain groups e.g. because of race, gender, sexual orientation or academic ability.

Bullying takes many forms and can include:

- Physical assaults;
- Teasing;
- Threatening behaviour;
- Bullying via mobile phone or online (cyberbullying).

Rationale:

At St. Ives School we are committed to eradicating bullying from our school. We respond to bullying incidents in a reasonable, proportionate and considerate way to prevent the continuation of harmful behaviour. This includes the use of disciplinary procedures and the provision of support for students who have experienced bullying.

We will:

- Support staff to identify and respond to bullying;
- Make students aware that we listen and that all bullying issues will be dealt with sensitively and effectively;

- Continually work to create an anti-bullying culture;
- Ensure that parents/carers expressing concerns about bullying are listened to.
- Take action to resolve issues between students;
- Provide preventative education and actions that eliminate bullying from our school community;

Objectives:

Year Leaders co-ordinate and lead the School's response to bullying. However, it is not the sole responsibility of Year Leaders but part of our shared responsibility to eradicate bullying. All staff: support staff, tutors, teachers, faculty and senior leaders are committed to supporting our anti-bullying ethos. We expect all students to behave in a considerate and respectful way towards their peers and staff, both in lessons and in social time. The school will take appropriate action to address bullying that happens outside school, linked to a child's membership of St. Ives School (e.g. on the way to and from school).

A staged approach to eradicate Bullying

Level one

Initial meeting with the tutor, Year Leader and/or a trusted teacher to look issues and identify a course of action to address them.

Recorded as level one bullying incident.

Level two

Meeting with Year Leader or Senior Year Leader to talk through issues, identify a course of action to address them and build on any work that has been done already by the tutor (if applicable).

Contact with parents to discuss concerns.

Involvement of outside agencies as appropriate.

Recorded as level two incident.

Level three

Senior Year Leader and Deputy Headteacher to meet with student and parents to discuss issues, identify a course of action to address them and build on previous work.

Sustained input from external agencies e.g. Bloom, CAMHS, PCSO, Hayle Youth Project as appropriate. Recorded as level three incident.

Level four

Deputy Headteacher and Headteacher meet to discuss issues and consider appropriate further actions including exclusions for persistent bullying or antisocial behaviour. Meeting between parents and Headteacher as appropriate.

External Agencies involved.

Incidents of bullying are rare and we pride ourselves on providing an extremely safe and secure learning environment in which all students can flourish and achieve their potential. Rare incidents of bullying are addressed on an individual basis. The focus of our intervention is to achieve a resolution to the problem in the way that best serves the student. The appropriate consideration of the student's wishes will be taken into account in deciding on the appropriate course of action. We will always seek to involve parents of those students involved.

Cyberbullying:

Cyberbullying has been defined as the use of information and communications technology (ICT), particularly mobile phones and the use of the internet, to deliberately upset or intimidate someone.

Cyberbullying can be the extension of face-to-face bullying and can take many forms, such as; threats, intimidation, harassment, stalking (repeatedly sending unwanted messages), manipulation or publication of private information or images.

Some incidents of cyberbullying may be unintentional and the consequences on the victim may also be unintentional. It is also possible that bystanders or observers of cyberbullying may become perpetrators by allowing actions to take place by not reporting concerns.

The St Ives School Anti-Bullying Policy applies to cyber bullying. In addition we also use the following strategies to eradicate cyber bullying from our school community:

- Monitoring the use of ICT during school;
- Ensuring that student use of mobile phones is minimal during school hours.
- Confiscating mobile phones where use is inappropriate;
- Restricting access to ICT provision during school hours, including robust filtering of the internet;
- Working closely with Police to report concerns at the earliest opportunity;

Implementation and Monitoring:

The Deputy Headteacher will be responsible for the implementation and monitoring of this policy.

Signatures:

(Headteacher)

(Chair of Governors)

POSSIBLE SIGNS OF BULLYING

OBSERVATION:

Parents and Teachers are in ideal positions to be able to observe changes in a student's behaviour, which may indicate that they are being subjected to bullying, **so look out for:**

- Items of clothing, property, school work, etc. that are damaged or lost more often than you would consider to be normal;
- Frequent injuries to the child (bruises, cuts, etc.);
- Withdrawal, which may lead to low participation in school and other activities, isolation or self-harm;
- Those who spend a lot of time in their bedroom, possibly crying; who find it difficult to sleep, wet the bed or have nightmares. Teachers within school may be aware that the student always appears tired;
- Educational attainment and progress being slowly or suddenly reduced;
- A reluctance to go to school. It may only be noticed by the school through absenteeism showing up on the school attendance or lesson register. School staff are highly vigilant about students who register at the start of a session but then fail to attend the actual lessons later;
- Poor self-esteem, which inhibits students from forming positive relationships, leads to feelings of worthlessness and betrayal, and causes some to lower their expectations and standards of work;

- Anxiety and depression, which can lead to intermittent and long-term absence from school, physical illness or psychosomatic complaints;
- Request to be accompanied going to and from school, or to go by a different route. If this is longer than the previous one, it could well indicate that bullying has been occurring along the previous route;
- The child comes home hungry. This could be due to a bully demanding their 'dinner' money. School staff may notice a student who always stayed for lunch no longer does so;
- Money in the house or school going missing;
- Depression in the student. Reluctance to eat or play normally. Student appears generally unhappy, miserable, moody and/or irritable;
- Taken individually, or even collectively, the above may not be due to bullying, but a combination of even some of these signs could be a good reason to suspect it. If a student is showing signs of, or experiencing ANY of the above, it can be an indication that all is not well, the student is not happy and therefore, whatever the cause it should be investigated.

Action Guidance Notes for Teachers and Parents when dealing with

SUSPECTED BULLYING

OBSERVE...LISTEN...ACT...REMEMBER

Once concerns have been brought into the open, the way should be made clear for everybody to work together, without recriminations and without being confrontational. By making it clear that anti-social behaviour will not be condoned by anyone, there will be nowhere for the bully to hide. It is normally only after we have explored every avenue using a "no blame approach" that we would consider other responses. If no perceived improvement is noted and bullying continues, the Headteacher may well decide that exclusion is the only way to protect the student population of the school.

The following suggestions have not been separated into actions to be taken by the students, by the parents, by the staff, by the Headteacher, Governors, etc., etc.

It is the combination of action appropriate to individual circumstances that will bring about the greatest results.

OBSERVE: Look for changes in behaviour, patterned absenteeism, unaccustomed excuses and anything unusual. Having said that, don't jump to conclusions from what might be just a one-off incident, continue to observe and be vigilant.

LISTEN: With empathy and tact. Provide a quiet area where the young person can talk to someone they trust. There may well be a genuine problem which desperately needs sorting out quickly. It may be the problem is largely imaginary but that will make it none the less distressing; it may even be in some cases a form of attention-seeking but that too needs investigation to discover the cause of this need. Handle any confidential information with sensitivity. Make every student feel valued.

ACT: Do something positive. We can provide good role models, safe havens, programmes on conflict resolution, assertiveness training. Keep the students involved, get their suggestions. Once identified, we restrict the opportunities the bully has for bullying. Encourage students to accept individual differences; not to put themselves in a position where they might get bullied; encourage them to ignore occasional jibes and not to respond. Instil in students that it is vitally important to TELL someone if they are experiencing problems, tell someone in whom they have confidence, which could be a member of staff or another friend **and not just tell but make sure action is taken. Be persistent until it is!**

REMEMBER: There is no 'magic wand' to stop bullying. Responding with threats or acts of physical violence does not work in the long term. Quite often, the individual who is experiencing bullying can, perhaps inadvertently, be the cause of the bully's response, because they call out or say things which results in the unwelcome response from the bully.

The following contacts can be useful when seeking help:-

Childline - 0800 1111 www.childline.org.uk

*National Society for the Prevention of Cruelty to Children – 0808 800 5000
www.nspcc.org.uk*