

CHIPPING NORTON SCHOOL



ANTI-BULLYING POLICY

(Link to Behaviour Policy, Statutory Policy)

Reviewed by:	Student Development and Support Committee
Date review completed:	January 2016
Next review:	April 2019
Member of staff responsible:	Natalie Hancock, Deputy Headteacher
Governor Responsible:	Sandra Coleman, Chair Committee

This policy forms part of the Behaviour Policy

1. Introduction

1.1 At Chipping Norton School every child matters and our clear educational vision and values makes the school a special place in which to learn and work

With that in mind, the objectives of the Anti-Bullying Policy will be:

- to create a School culture that refuses to accept bullying and encourages students to speak out against bullying behaviour.
- to make explicit the processes for dealing with bullying incidents and for those involved to take responsibility for their behaviour and actions
- to ensure that students feel safe, secure and special at our School
- to complement the Equal Opportunities Policy, Racial Discrimination Policy and the Behaviour Policy and to support work in challenging discriminatory attitudes, fostering mutual respect.

1.2 Definition of Bullying

The students were invited to contribute their own definitions of bullying. The summation of their comments is:

Bullying can be verbal, physical or emotional. It is any persistent behaviour that causes you pain, intimidates you and/or lowers your self-esteem.

These behaviours could include name calling, homophobic or racist comments, text messaging, cyber bullying, physical assaults, threats, interfering with or taking someone else's possessions, inappropriate social exclusion.

2. Roles and Responsibilities

2.1 Students and teachers should make a member of staff aware of any bullying that comes to their attention. Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering or is likely to suffer significant harm'. (Preventing and Tackling Bullying – Advice for School Leaders, staff and Governing Bodies)

2.2 When an allegation of bullying is reported to a member of staff, they have a responsibility to investigate the incident and report it to a Tutor or Head of Year for action. The member of staff investigating will take statements from those reported as victims, perpetrators and witnesses. In the event of cyber bullying, students may be asked to download entries and these may be used as evidence. We will attempt to establish the truth if at all possible. Special consideration will be given to students (victims and bullies) who may have Special Educational Needs.

2.3 The bullying may be dealt with in a variety of ways:

- a restorative approach (repair and rebuild) will usually be adopted if this is appropriate for both bully and victim. (Parents may occasionally be involved in this process)
- the bully will be spoken to by a member of staff and it will be made clear that the bullying must stop
- parents of the bully may be contacted and the actions taken by staff explained to them. It will be usual for the parents of the victim to be contacted too and the actions taken by staff explained to them.
- the bully may be put into internal isolation if they represent an immediate threat to the victim
- a persistent bully may be excluded for a fixed period or permanently
- bullies are often insecure or troubled themselves. If appropriate, the bully will be offered access to the School Counsellor, 6th form mentor or other individuals for intervention

2.4 In all cases the Tutors and Heads of Year of the bully and victim should be informed and the students' files must be updated. If the Tutor cannot resolve the problem, they can refer it to the Head of Year. In the exceptional circumstance that the matter cannot be resolved at this level, it should be referred to a member of the Senior Leadership Team. All bullying incidents will be recorded on SIMS, detailing the specific type of bullying experienced. This will enable the school to closely monitor the number of bullying incidents and the nature of the bullying over time.

2.5 Follow up

Students will only report bullying if they believe that;

- a) action will be taken
- b) by reporting the bullying, they will not bring retribution upon themselves

The victim will be told that they must report any subsequent incident: it will be made clear to the bully that any repetition of the bullying or hint of 'revenge' will be dealt with most seriously.

The tutor will, with the Parents, Tutor and Head of Year, offer support to the victim and support mediation if appropriate.

Anti-bullying education is explicit in the Personal, Social, Health, Citizenship Education (PSHCE) programme.

Governors have a responsibility to review the effectiveness of this policy.

2.6 Partnership with parents

It is often a parent rather than a student who reports an incident of bullying. The matter will be responded to and reported in the same way. Parents can help by encouraging their children to talk to Tutors, Heads of Year or other staff about worries. Incidents that occur out of school hours involving students from the school, if reported, will still be investigated by the school. The community police liaison officer may be called upon to assist with the investigation.

2.7 Links with Other Agencies, Organisations and Support Services

Students who bully, as well as their victims, may need support. This is available from a number of staff,

- Tutor
- Head of Year
- Re-Tracking Tutor
- School counsellors
- Adviza
- 6th form mentor
- External agencies such as the Witney Hub

3. Monitoring and Evaluating Success

3.1 The Anti-Bullying Policy is a statutory policy. It will be reviewed annually by the Governors. Bullying incidents and the nature of that bullying will be recorded on SIMS. Heads of Year will have a qualitative sense of whether bullying is increasing or decreasing. We will survey students and parents, quantifying the percentages who report themselves as having been bullied. This will be carried out once a year. We will also welcome feedback from the school council who will review the policy and procedures annually.

3.2 Staff Development

The Anti-Bullying Policy is published in the staff handbook so that all members of teaching and support staff are familiar with the procedures. Periodic professional development and Child Protection Training will help to train staff to deal with sensitive issues such as bullying.