



## CHIPPING NORTON SCHOOL

# ANTI-BULLYING POLICY (STATUTORY POLICY)

<b>Reviewed by:</b>	<b>Impact Committee</b>
<b>Date reviewed:</b>	<b>January 2025</b>
<b>Next review:</b>	<b>January 2026</b>
<b>Member of staff responsible:</b>	<b>Natalie Hancock (DHT and DSL)</b>

This policy is under continuous review by the Senior Leadership Team and the Governors' Impact Committee. This Policy forms part of the Behaviour for Learning Policy.

### **1. Introduction**

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 any form of 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 Equality and Diversity Policy, the Behaviour for Learning Policy, Online Safety Policy and to support our work in challenging discriminatory attitudes, fostering mutual respect.

### **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 can be indirect. 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, inappropriate social media exchanges, cyber bullying, physical assaults, threats, interfering with or taking someone else's possessions, inappropriate social exclusion, gaslighting, manipulation.* It also includes homophobic, biphobic, gender based, sexist, sexual and transphobic bullying, racism and religious bullying, SEN and disabilities.

**Discriminatory language is also not acceptable and will be challenged** (as above relating to all groups who may be discriminated against). We take child on child abuse very seriously and we don't accept that this is 'banter' or a normal part of growing up when it is harmful and hurtful.

### **3. Roles & Responsibilities**

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 July 2017) [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/623895/Preventing\\_and\\_tackling\\_bullying\\_advice.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf)

When an allegation of bullying is reported to a member of staff, they have a responsibility to investigate the incident and report it to the Pastoral Team or HOKS 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.

Students who report bullying incidents through our confidential email address [safe@chippingnortonschool.org](mailto:safe@chippingnortonschool.org) or via our safe 'Safe' in the library will also be investigated and dealt with in a thorough and sensitive way.

We will refer to the Oxfordshire Check list for managing a bullying incident <https://schools.oxfordshire.gov.uk/cms/node/301> to ensure that every appropriate action has been taken.

### **4. Follow up and Actions**

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

- the facts will be established and recorded on the Prejudice Related Incident Record Form (if appropriate)
- 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 will be contacted (unless this places them at risk of harm) 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 removed from lessons if they represent an immediate threat to the victim
- a persistent bully may be suspended for a fixed period or permanently
- bullies are often insecure or troubled themselves. If appropriate, the bully will be offered access to a staff mentor, 6th form mentor or other individuals for intervention.
- the school's Police Liaison Officer may be involved to speak to individuals or groups
- 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)

In all cases the Tutors 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 Pastoral Team or the HOKS. 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 CPOMS and the Prejudice Related Incident Record Form (if appropriate), 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.

From our experience, 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, Pastoral Team/HOKS, offer support to the victim and support mediation if appropriate.

Anti-bullying education is explicit as part of our Character Education programme.

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

### ***5. 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, the Pastoral team/HOKS 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 or other external agencies may be called upon to assist with the investigation or be involved with the restorative process.

### ***6. Links with Other Agencies and Support Services***

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

- Tutor
- Pastoral team
- HOKS
- School Nurse
- A member of staff chosen by the student
- 6th form mentor
- External agencies such as the LCSS/School Police Liaison Officer/mentoring service

### ***7. Monitoring and Evaluating Success***

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 CPOMS. The Pastoral team and HOKS will have a qualitative sense of whether bullying is increasing or decreasing. We will survey students periodically, quantifying the percentages who report themselves as having been bullied. We will also welcome feedback from the School Council who will review the policy and procedures periodically.

### ***8. Staff Development***

The Anti-Bullying Policy is published on the website and in the Google Drive 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, prejudice related incidents and restorative practices.