

Manor Hall Academy



COUNTERING BULLYING - INCLUDING CYBER BULLYING POLICY

CICELY HAUGHTON SCHOOL

Building Relationships

Celebrating Success

Promoting Change

Amendments

CICELY HAUGHTON SCHOOL POLICY

ANTI BULLYING

STATEMENT

The aims and objectives of CH school in formulating this statement are:

- to reduce and eradicate wherever possible instances in which pupils feel subjected to bullying in any form.
- to establish appropriate means of providing after care should an incident of bullying occur.
- to ensure that all pupils and staff are aware of this Policy and fulfil their obligations to it.

DEFINITION -

"Bullying is the repetitive, intentional hurting of one person or group, where the relationship involves an imbalance of power. It can happen face to face or online."

Anti-bullying Alliance definition of bullying.

BULLYING CAN BE -

Physical - pushing, poking, kicking, hitting, biting, pinching etc.

Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.

Emotional - isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.

Racist and Faith Targeted - racial taunts, graffiti, gestures

Online/Cyber - posting on social media, sharing photos, sending nasty text messages, social exclusion

Sexual - unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.

Disability/SEN - because of, or focusing on a disability or special educational need.

Indirect - Can include the exploitation of individuals.

Appearance targeted bullying - targets appearance such as size, height or disfigurement and can be linked with other types of bullying such as racist or disablist bullying. It is often thought of as the most common reason for children experiencing bullying.

The values and beliefs underlying this policy are:

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- Cicely Haughton school recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimise risks within all aspects of school life.
- Both those who are bullied and those who bully will be treated in a supportive manner rather than being regarded as a burden to staff and peer groups.
- The harmful effect on pupil performance, which can be occasioned by bullying, is recognized and the school is committed to combating all bullying behaviour.

Action to combat bullying:

Among the activities which Cicely will establish and maintain, in an effort to combat bullying behaviour are:

- Awareness and Education about bullying through our PSHE and RSE curriculum. Relationships and Sex Education (RSE) focuses on relationships and what positive relationships look like. Keeping safe online is also taught in our Computing curriculum.
- Increased supervision during breaks, mealtimes and transitions where staff engage with pupils to provide positive role models for play and interaction. Staff monitor and guide pupils closely, providing support/facilitating conflict management for pupils if required.
- Cicely Haughton take part in Anti-bullying week and Odd Socks Day each year.
- The range of rewards and sanctions outlined in the school behaviour and discipline policy, including methods of acknowledging good behaviour.
- Allocation of specific roles and responsibilities in order that incidents may be detected, behaviour monitored, and appropriate after-care delivered.

e.g. complaints procedure
playground supervision
peer mentors and prefects
accessibility and status of staff involved in taking responsibility for pastoral issues.

- Establishment of record keeping systems which allow for incidents to be recorded, collated and reviewed, involving exercises to research the extent and nature of bullying in school. This is done predominantly through the use of the 'bullying incidents book' and in turn onto ARBOR.
- Communication of the Policy in order to ensure that staff and pupils, parents and governors are aware of their responsibilities.
- Examination of preventative measures such as alteration to the school environment, procedures, or practices in an effort to reduce the risks of bullying behaviour occurring.
- Staff training to ensure that all responsibilities in respect of this Policy can be delivered in a caring, competent and efficient manner including Child Protection training.
- Establishing appropriate staff/pupil forums in order that correct issues with regard to bullying can be discussed on a regular basis.

e.g. assemblies
circle time
PSHE
group work
school council
residential programme
Nurture
Wellbeing activities

- The developing of 'child friendly' Anti bullying policy by school council members which is reviews annually by the school council.

HELP ORGANISTIONS

Kidscape - A UK charity which aims to prevent bullying and child sexual abuse. Offers a free anti-bullying helpline for parents and tailored advice for young people, parents and professionals

Kidscape.org.uk

Parent Advice Line 07496 682785

NSPCC - advice for parents and carers about bullying

NSPCC.org.uk

Advice Line 0808 800 5000

Childline - Support and advice for children and young people who are being bullied, know someone that is or are worried that they might be a bully themselves.

Advice Line - 0800 1111

Anti-Bullying Alliance (ABA) is a unique coalition of organisations and individuals, who work together to stop bullying and create safer environments in which children and young people can live, grow, play and learn.

Anti-bullying alliance.org.uk

The Child Exploitations and Online Protection Centre (CEOP) - Provides help and advice on cyberbullying, the Centre maintains a website called Think U Know for children and young people, and parents and carers about staying safe online.

Thinkuknow.co.uk

RESPONSIBILITIES

It is important that pupils recognise the difficulties which staff encounter in combating bullying to this regard pupils are expected to:

- Report all incidents of bullying using the procedures in place.
- Act in a respectful and supportive manner to their fellow pupils, reporting any suspected incidents which the victim may be afraid to report.
- Adhere to and promote the aims and objectives of this statement.
- Refrain at all times from any behaviour which would constitute bullying of fellow pupils/peers.

Parents have a role to play by:

- Stressing to pupils the importance of sociable behaviours.
- Reporting any misgivings they have, concerning bullying.
- Actively endorsing and supporting this policy.
- Noting that it is never appropriate to use physical violence against, or to in any other way seek to bully, a bully.

Evaluation

In order to assess the effectiveness of this Policy, the following standards will be used as a means of measuring performance:

- Variations in number of reported incidents over a given period.
- Individual incident returns.
- Pupil absences

- Pupil comments
- Staff/Parents/taxi staff comments
- Volume/content of listen up cards

This Policy will be considered to be a living document. As such it will be periodically updated and reviewed. The process and timescale for review is, reviewed yearly by **SLT**.

Ultimate responsibility for its introduction and implementation lies with the Head of School and Governing Body.

**However it is important that -
effective intervention is a whole school feature
which is consistently believed in and applied by
all staff with concern for both victim and bully.**

The school has achieved dyslexia friendly full status and as such will give due regard to dyslexia friendly strategies and objectives.