



# **Arbour Vale School**

## **Specialist Sports College**

### **Anti-bullying Policy**

**October 2017**

**(Last Reviewed October 2017)**

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Reviewed: October 2017

Next Review Date: October 2018

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#### **1 Objectives of the Policy**

The policy outlines what Arbour Vale School will do to tackle and prevent bullying. The school is committed to creating an anti-bullying culture through a whole school approach and individual support.

#### **2 Responsibilities**

It is the responsibility of:

- The senior leadership team to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- School Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

### **3 Definition of Bullying**

- Bullying is “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)
- Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying can be a form of peer on peer abuse and can be emotionally abusive; it can cause severe and adverse effects on children’s emotional development or an adult’s well-being.

### **4 Whole School Approach:**

At Arbour Vale School we will work together to both prevent bullying and deal effectively with those incidents which occur. We will provide an environment that:

- Does not tolerate bullying
- Has clear lines of communication so that those who feel threatened feel that they have someone to talk to
- Encourages honesty – where pupils and staff feel secure enough to tell someone if bullying occurs.
- Provides positive images to those groups most at risk
- Is a safe place for all pupils.
- Has clear procedures for identifying and dealing with incidents of bullying
- Includes all partners in the anti-bullying procedures – pupils, staff, parents, members of the community.

### **5 The Curriculum**

The curriculum includes all the experiences that are received by our pupils. A zero tolerance approach to bullying is adopted through all aspects of our work, and is supported through the school’s approach to PSHE.

The Personal, Social and Health Education (PSHE) curriculum at Arbour Vale School provides knowledge, and encourages the acquisition of skills and attitudes, which will encourage pupils to deal with bullying in a responsible way. The pupils’ levels of personal and social development are taken into account

Ways in which anti-bullying is reinforced:

- Every year each class produces School Values which focuses on acceptable behaviour
- Through social thinking and nurture sessions
- Through regular assemblies

- Through Anti bullying week activities at school and at Arbour Vale house
- Through the Creative Arts – drama, art, dance and music
- Through Sports and PE
- Through the RE curriculum
- As part of the Careers Education and work experience curriculum
- Through work on Citizenship
- In class times
- Through work with identified groups of pupils needing specialist input
- Through outside agencies supporting the school

## **6 Responding to Bullying**

- Upon suspecting, witnessing or being told of bullying activities staff should inform Class teacher, Team Leader or should deal with the incident in the following way:
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- With the victim record a clear account of the incident, including date, time and place. What prompted the incident, what happened and what immediate action was taken.
- The designated safeguarding lead will be informed of all bullying issues where there are safeguarding concerns.
- The school will inform other staff members, and parents/ carers, where appropriate.
- Sanctions (as identified within the school behaviour policy) and support for individuals will be implemented, in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including early help or children’s social care (if a child is felt to be at risk of significant harm).
- Where the bullying takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with the school’s behaviour policy.
- A clear and precise account of the incident will be recorded by the school using the Behaviour Watch system. This will include recording appropriate details regarding decisions and action taken.

## **7 Supporting Pupils**

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous support.
- Offering an immediate opportunity to discuss the experience with their teacher, or a member of staff of their choice.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering formal or informal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support

through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

## **8 Responding to Perpetrators of Bullying**

Pupils who have perpetrated the bullying will be responded to and supported by:

- Discussing what happened, establishing the concern and the need to change.
- Monitoring of behaviour following the incident.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate.

## **9 Supporting Adults**

Arbour Vale School recognises that bullying of staff and parents, whether by pupils, parents or other staff members, is unacceptable. Adults (staff and parents) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with a member of the leadership team staff or the headteacher.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.
- Adults (staff and parents) who have perpetrated the bullying will be helped by:
- Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, action as appropriate or required.

## **10 Cyber Bullying**

- Cyber bullying (along with all forms of bullying) will not be tolerated in school. There will be clear procedures in place to support anyone affected by cyber bullying.
- All incidents of cyber bullying reported to the school will be recorded.
- Pupils, staff and parents/carers will be advised to keep a record of the bullying as evidence
- The school will take steps to identify the bully, where appropriate, such as examining system logs, identifying possible witnesses, and contacting the service provider and the police, if necessary.
- The Designated Safeguarding lead will be informed if the incident is deemed to involve a safeguarding issue
- Sanctions for those involved in cyber bullying may include:
  - The bully will be asked to remove any material deemed to be inappropriate or
  - offensive
  - Service provider may be contacted to remove content.
  - Internet access may be suspended at school for the user for a period of time.
  - Parent/carer may be informed.
  - The police will be consulted if a criminal offence is suspected.

## **11 Monitoring, Evaluation and Review**

- There will be frequent monitoring of the situation through relevant meetings, to include departmental meetings and Positive Behaviour Meetings.
- Daily checks of all incidents on Behaviour Watch
- Monitoring and reporting using Behaviour Watch data
- Discussions in Tutor time and through the Personal, Social and Health Education Programme and at Arbour Vale House
- The Headteacher will be informed of bullying concerns, as appropriate
- The policy will be reviewed annually