



The Market Weighton School

Anti-Bullying Policy

Policy Author	Richard Harrison
Date	Autumn 2016
Date Policy Adopted by the Governing Body	Spring 2017
Review Date	Spring 2019
Reviewed By	
Next Review	
Version	1

Bullying, harassment and discrimination of any kind are unacceptable at our school. They run counter to our core values which are centred around

- Respect for oneself;
- Respect for each other;
- Respect for our environment.

We are committed to providing a secure environment in which all individuals are valued, respected and enabled to achieve their potential. There is no place in such a community for bullying of any sort and it will not be tolerated. This policy was written in consultation with members of the Student Council.

Aims

- To clarify what is meant by “bullying” and raise awareness.
- To create a climate where students who are subject to bullying, harassment or discrimination feel that they can speak to an appropriate person within school.
- To suggest strategies by which bullying can be prevented and dealt with by staff and students.
- To ensure a consistent approach to bullying issues.
- To provide a framework to support an ongoing discussion of bullying issues (for example, as part of the curriculum, at tutor times and as part of the PHSE programme).

What is Bullying

Bullying can take many different forms and is sometimes motivated by prejudice, for example on grounds of race, religion, gender, sexual orientation or because of a child’s home background. It may be motivated by actual or perceived differences between children.

Examples of bullying

Physical - physical violence, unwanted physical contact, etc;

Verbal - name calling, abuse, taunts, etc;

Non-verbal/emotional /psychological - excluding, tormenting, threatening, interfering with possessions;

Cyber-bullying - the use of technology (social networking, email, texting, instant messaging) to bully from a distance.

What our students say

“Print out and speak out if someone is harassing you on Facebook”

Responsibilities

Everyone has a responsibility to stop bullying.

Students

We expect our students to:

- Not bully others or become involved in bullying by, for example, encouraging others to bully.
- Report to an adult if they are being bullied or are a witness to bullying.
- Understand that they have a responsibility to report incidents. Being a silent ‘bystander’ supports the actions of the bully.

Parents

We ask our parents to support their children and the school by:

- Contacting the school if they know or suspect their child is being bullied; even if the child has asked for ‘secrecy’.
- Contacting the school if they know or suspect that their child is bullying another student.

- Advising their children to report any instances of bullying to their form tutor, learning mentor or Head of Year.

Staff

We expect all TMWS staff to:

- Be positive role models for students; helping to create an atmosphere of mutual respect.
- Provide students with a framework of class behaviour which is in line with the school behaviour for learning policy and provides clear boundaries.
- Be vigilant to any signs of possible bullying.
- Report and record any incidents or allegations of bullying following the school's procedures.
- Feedback to students on the action that is being taken.

Governors

Our governors will, through the designated safeguarding governor:

- Ensure that the school has an anti-bullying and a behaviour policy that are subject to regular review.
- Monitor the effectiveness of the anti-bullying policy.
- Support the school staff in the implementation of this policy.

Procedures

How can students tell staff?

- Speak directly to a member of staff (normally the form tutor or Head of Year, but could be any member of staff).
- Write it down and hand/ send to a member of staff.
- Use the e-praise bullying report.
- Email heads of year directly

Who else can students tell?

- Speak to a parent or a friend and ask them to contact a member of staff.
- Speak to a member of another agency: School nurse, education welfare, youth support service who will be able to contact a member of staff.

General points

- Staff have a responsibility to address all reports of bullying. The priority will be to stop the bullying and to support the victim.
- It is important that allegations of bullying are listened to sensitively and that victims feel confident that steps to resolve the issue will be taken. It is also important that bullies know that their behaviour must change.
- Members of staff should report in writing (email) the relevant Head(s) of Year with as much detail as they can. It will usually be the Head of Year who investigates, assess the seriousness and in discussion with other members of the Pastoral team determines the appropriate action that should be taken.
- If it is not the Head of Year dealing with bullying (eg a Form Tutor might deal with bullying issues within their form) then the Head of Year should be kept informed at each stage.
- Where necessary parents will be engaged to ensure that they are fully informed about what is happening and can be appropriately involved.
- Subsequent monitoring will take place to ensure that the bullying is not repeated.

Investigating Bullying

- 1 Obtain a written statement from the victim
When and where it happens
How often

Exactly what happens

Who is involved

Who is also usually present

- 2 Obtain witness statements
- 3 Obtain a written statement from the suspected bully (and further witness statements as necessary)
- 4 If the complaint is upheld the bully will be informed of the action to be taken and the consequences of any repetition
- 5 Monitor the situation until satisfied that it has ceased

Record Keeping

A record must be kept of the incident. If the bullying is discriminatory it will be logged.

Sanctions

Each case of bullying should be seen as unique and dealt with accordingly. This means an individual rather than a mechanistic approach; nonetheless, the standard hierarchy of sanctions is as follows:

- Spoken warning
- Parents informed as appropriate
- Detentions/ loss of privileges
- Internal isolation
- Fixed term exclusion (escalating according to seriousness)

Other approaches that may be used, depending upon the circumstances, include:

- Subject displacement
- Daily report
- Behaviour contract
- Removal
- Involvement with external agencies
- Restorative meeting

False Allegations

Where it is found that allegations of bullying are false and potentially malicious then those making the allegations will be appropriately sanctioned, as above.

Supporting Victims of Bullying

- Involvement of peers, tutor, classroom teachers, head of year, learning mentors.
- Provision of 'safe areas' – library, learning support base, alternative lunchtime provision
- Help through multi-agency partners: Education Welfare Officer, Youth Support Service, peer mentors, social skills group, school nurse.
- Head of Year/tutor will complete follow-up checks.
- Keep victims informed of actions taken.
- Bullying diaries.
- Sign posting to appropriate support groups eg Anti-bullying Alliance.

Preventing Bullying

It is important that we create a climate in which students:

- 1 Feel that they can report any incidents of bullying to an adult within school.
- 2 Are less likely to engage in bullying behaviour because of the positive relationships that are formed between students at the school.

This will be under pinned by keeping anti-bullying and our approach to it firmly on the agenda.

- Promote clear messages of what bullying is and our zero tolerance approach to bullying throughout the year (assemblies, leaflets, work in tutor time, website, anti-bullying week).
- Ensure a consistent whole school approach through the wide dissemination of the school's anti-bullying policy.
- Regular assemblies on anti-bullying and related topics such as discrimination and diversity.
- Work with other agencies (eg, Bus Wise, Youth Support Service, school nurse) in order to secure appropriate support in order to promote anti-bullying.
- Lunchtime 'drop-in' session in the Head of Year room.
- Raising awareness of cyber-bullying and online safety.
- Bullying issues raised with the Head-teacher at student 'book-sees'.
- Audit students' views about bullying and areas of the school where they feel less safe.
- Bullying to be a regular agenda item for the school council.

Cyber-Bullying

Cyber-bullying is the use of technology (social networking, email, texting, instant messaging) to bully from a distance. This form of bullying can take place at any time and can be anonymous.

What can students do about it?

- Talk to someone about it; a teacher, parent or a peer mentor
- Take a screenshot of any comments that are threatening.
- Keep and save any bullying emails, text messages or images you receive.
- Make a note of the time and date that messages or images were sent, along with any details you have about the sender.
- Try changing your online user ID or nickname.
- Change your mobile phone number and only give it out to close friends.
- Mobile phone companies and internet service providers can trace bullies, so don't be afraid of reporting it to them.
- Block instant messages from certain people or use mail filters to block emails from specific email addresses.
- Don't reply to bullying or threatening text messages or emails – this could make matters worse and lets those carrying out the bullying know that they've found a 'live' phone number or email address.
- Check privacy settings on social networking sites.

Procedures for dealing with cyber-bullying

Students are asked to report this form of bullying as per the procedures for other types of bullying. Where the perpetrators are known, they will be dealt with in accordance with this policy. Where perpetrators are unknown the student will be given advice on how to put an end to the bullying and the school will work with parents to advise them of how they can help to keep their child safe from this form of bullying.

Bullying Outside of School

Where bullying outside of school is reported it will be investigated and acted upon in collaboration with parents and other appropriate parties

Related Policies

Single Equality Scheme
Behaviour for Learning Policy
Child Protection Policy
Inclusion Policy
Acceptable Use Policy

Links to useful websites

<http://www.childline.org.uk/explore/bullying/pages/bullying.aspx>

<http://www.anti-bullyingalliance.org/>

<http://www.beatbullying.org/>

<http://childnet-int.org/>

<http://www.kidscape.org.uk/>

<http://www.stonewall.org.uk/>

<http://www.education.gov.uk/schools/pupilsupport/behaviour/bullying>

