
	<b>Name of School</b>	<b>Corbets Tey School</b>
	<b>Policy Review Date</b>	<b>18<sup>th</sup> November 2020</b>
	<b>Next Review Date</b>	<b>Autumn 2021</b>
	<b>Reviewed by</b>	<b>Governor Name: Julie Lamb</b> <b>Governor Signature:</b> 

## Anti-Bullying Policy

### Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students are able to tell staff and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

### Equality Impact Assessment

The school aims to design and implement services, policies and procedures that meet the diverse needs of our provision, population and workforce, ensuring that none are placed at an unreasonable or unfair disadvantage over others. We are confident that this policy does not place anyone at an unreasonable or unfair disadvantage, and is compliant with relevant equalities legislation.

Where the school is referred to in this policy, the policy and the following procedures apply to all staff working for Corbets Tey School on all sites including at the Routes4Life provision.

### What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional      being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical        pushing, kicking, hitting, punching or any use of violence
- Racist            racial taunts, graffiti, gestures
- Sexual            unwanted physical contact or sexually abusive comments
- Homophobic    because of, or focussing on the issue of sexuality
- Verbal            name-calling, sarcasm, spreading rumours, teasing
- Cyber            All areas of internet ,such as email & internet chat room misuse  
Mobile threats by text messaging & calls  
Misuse of associated technology , i.e. camera & video facilities

## Aims and Objectives of this Policy - Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school. A copy of this policy will be available on the school website [www.corbetsteyschool.org.uk](http://www.corbetsteyschool.org.uk) for parents, carers, staff and governors, with copies also available from the school office.

- All governors, teaching and non-teaching staff, students, parents and carers should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students, parents and carers should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students, parents and carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## Signs and Symptoms

A child or young person may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child or young person:

- is frightened to go out on their own
- doesn't want to go on the school/public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## Procedures

1. Report bullying incidents to staff
2. In all cases of serious bullying, the incidents will be recorded by staff
3. In serious cases, parents or carers will be informed and will be asked to attend a meeting to discuss the problem
4. If necessary and appropriate, the police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour
7. The victim of bullying will be supported appropriately
8. Refer to Online Safety Policy and "What We Do If" guidance for procedures specific to online bullying

## Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or even exclusion will be considered
3. If possible, the students will be reconciled
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## Prevention

We will use appropriate methods for helping students to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters
- using social stories

## What bullying is not

Many distressing behaviours are not examples of bullying even though they are unpleasant and often require staff intervention and management.

- Mutual Conflict - In mutual conflict situations, there is an argument or disagreement between students but not an imbalance of power. Both parties are upset and usually both want a resolution to the problem.
- Single episode acts of nastiness or meanness, or random acts of aggression or intimidation - Single episodes of nastiness or physical aggression are not the same as bullying. If a student is verbally abused or pushed on one occasion they are not being bullied.
- Nastiness or physical aggression that is directed towards many different students is not the same as bullying. However, since we have a duty of care to provide a student with a safe and supportive school environment, single episodes of nastiness or physical aggression should not be ignored or condoned.

## The Students

Students will be regularly reminded about the effects that bullying has on the victims, especially the harm that such acts can cause. Students are strongly encouraged to tell an adult if they feel that someone is bullying them. They know that they must do this as a matter of urgency and not hold back thereby hoping that the problem will go away.

**Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence in changing work patterns, lacking concentration or truanting from school. Students must be encouraged to report bullying in schools.**

Our Personal, Social, Health and Economic (PSHE) and Citizenship curriculum deals with the subject of bullying in ways that the students can understand.

Our “Philosophy for Children” programme explores issues surrounding bullying and gives students the opportunity to consider how they feel about their relationships with others and how they interact with each other in a positive way.

## The role of parents and carers

Parents or carers who suspect that their child or young person is being bullied, or who suspect that their child or young person may be the perpetrator of bullying, should contact the class teacher immediately.

Parents and carers have the responsibility to support the school’s anti-bullying policy and to actively encourage their child or young person to be a positive member of the school.

## The role of the staff

Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school. Incidents are recorded on the Child Protection Online Management System (CPOMS) and reported to a senior member of staff.

Staff are responsible for ensuring that all students know that bullying is wrong, and that it is unacceptable behaviour in school. Staff draw this to the attention of students at suitable moments. For example, if an incident occurs in school, the Headteacher or Deputy Headteacher may decide to use assembly as a forum in which to discuss with other students why this behaviour was wrong.

If staff become aware of an act of bullying, they do all they can to support the student who is being bullied. The member of staff will deal with the incident immediately. A clear account of the incident will be recorded and given to the Headteacher.

## The role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching), are aware of the school policy and know how to deal with incidents of bullying.

The Headteacher will interview all concerned and will record the incident (or the Deputy Headteacher when the Headteacher is absent). All staff, including class teachers TAs and MDAs will be kept informed. If it persists, the parent or carer will be informed.

The Headteacher reports to the Governing Board about the effectiveness of the anti-bullying policy on a termly basis.

- The Headteacher, whole staff and Governors set the school climate of mutual support and praise for success. When students feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.
- The Headteacher is responsible for ensuring that parents and carers are made aware of the policy.

### **The role of Governors**

- The Governing Board supports the Headteacher in all attempts to eliminate bullying from the school. This policy statement makes it very clear that the Governing Board does not allow bullying to take place in the school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- The Governing Board reviews the effectiveness of the policy regularly. Governors require the Headteacher to keep accurate records of all incidents of bullying and to report to governors on request about the effectiveness of school anti-bullying strategies.
- The Governing Board may become involved if parents complain that procedures have not been followed fairly or correctly.

### **Associated Policies**

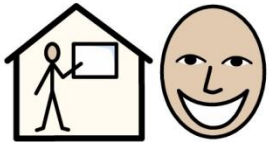

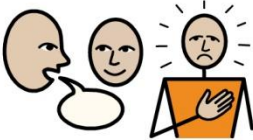



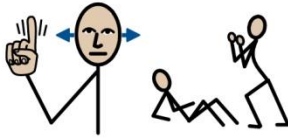
- Online Safety Policy
- Peer on Peer Abuse Policy
- Safeguarding and Child Protection Policy
- What we do if guidance
- Personal, Social, Health and Economic (PSHE) and Citizenship Policy





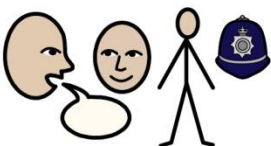

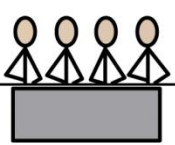
### **Monitoring and Review**

The school will review this policy annually and assess its implementation and effectiveness.

The policy will be promoted and implemented throughout the school.

## Anti-Bullying Policy - Easy Read

	<p>We want our school to be a happy place for everyone</p>
	<p>We don't want anyone to feel sad here</p>
	<p>Sometimes people can say things that make other people feel sad</p>
	<p>Sometimes people can hurt others</p>
	<p>Sometimes people can touch or get too close to others when they don't want them to</p>
	<p>Sometimes people can do these things in real life or online in a text or other online message</p>
	<p>This is not acceptable behaviour and could be called bullying</p>

	<p>If you feel someone is bullying you, you should tell a teacher or another adult</p>
	<p>The headteacher will decide if the person who has upset you has done anything wrong</p>
	<p>The person who has upset you might be asked to say sorry</p>
	<p>The other person should change their behaviour</p>
	<p>Sometimes the headteacher may need to talk to other people to decide what to do</p>
	<p>We must all always try to be kind and caring to other people</p>
	<p>The school Governors will make sure the headteacher stops any bullying in the school</p>