



THE BANOVALLUM SCHOOL

ANTI-BULLYING POLICY

Ofsted December 2017 Pupils feel safe and well cared for in the school. All pupils who spoke with inspectors confirmed this. They also told inspectors that bullying is very rare and any that does happen is dealt with well by adults and anti-bullying ambassadors. Pupils trust the staff to deal with bullying or other problems they might have. There is additional support available for any who are struggling with stress or any mental health issues.

Date Approved: September 2020

Review Frequency: Annual

This Policy was written by a contingent of the School's Anti Bullying Ambassadors. They are a working party from Years 7 -11 who decided what they wanted the Policy to read like and the content to be.

This Policy should be read in conjunction with the Whole School Policy on Behaviour and the Autism and Behaviour Policy.



Statement of Intent

Banovallum School is committed to ensuring that all students are able to learn in a supportive, caring and safe environment without the fear of being bullied. Bullying is an antisocial behaviour and affects everyone; it is unacceptable and will not be tolerated at the School. If bullying does occur, all pupils should know who to tell and know that incidents will be dealt with promptly and effectively.

What Is Bullying?

Bullying is any behaviour which is perceived by the target individual, or any other person, as intending to hurt, intimidate, frighten, harm or exclude. Bullying is usually **persistent**.

Bullying can be:

Emotional: being unfriendly, excluding, tormenting (e.g. hiding equipment, threatening gestures, spreading rumours, making inappropriate comments verbally and/or online, sharing images physically and/or online).

Physical: pushing, kicking, hitting, punching or any use of violence

Racist: racial taunts, graffiti, gestures

Sexual: unwanted and inappropriate 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 and social media forums. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities, see Acceptable Use Policy in the Student Planner

Cyber bullying differs from other forms of bullying in that it can take place at any time and can invade previously safe places such as the home. The audience can be very large and reached very quickly. The perpetrator may never be in the same physical space as their target and may attempt to remain anonymous. Many cyber bullying incidents can themselves act as evidence and it is important that in all settings staff and adults know how to deal with incidents. A reminder that if a student has a mobile phone it must be in their bag and switched off at all times unless otherwise stated by a member of staff.

Why is it Important to Respond to Bullying?

Bullying hurts. Nobody deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. **All** at Banovallum School have a responsibility to respond promptly and effectively to issues of bullying.

Aims of the Policy

- To assist in creating an ethos in which attending school is a positive experience for all members of the school community.
- To make it clear that all forms of bullying are unacceptable at our school.
- To enable everyone to feel safe while at school and encourage pupils to report incidences of bullying.
- To deal effectively with bullying.
- To support and protect targets of bullying and ensure they are listened to.
- To help and support bullies to change their attitudes as well as their behaviour and ensure they understand why it needs to change. • To liaise with parents and other appropriate members of the school community.



- To ensure all members of the school community feel responsible for combating bullying.

Advice to Students

What can you do if you are being bullied?

Remember that your silence is the bully's greatest weapon!

- Generally it is best to tell an adult you trust straight away. You will get immediate support. We know that this is sometimes overwhelming so try your best to let somebody know what is happening to you. This could be a friend, a member of the student body such as a Peer Mentor, an Anti-Bullying Ambassador, a prefect or any student who you feel comfortable with.

Teachers and support staff will take bullying seriously and will make sure the right person knows about what is happening to you and help make sure the bullying quickly stops. It is difficult to knock on a door and so you may want to leave a note or send an email to:

Antibullying@banovallumschool.co.uk. This email is monitored by the Anti-bullying ambassadors and Student Support.

If you know someone is being bullied

- Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult immediately. Teachers have ways of dealing with people who bully without getting you into trouble.
- Do not be, or pretend to be, friends with someone who is a bully.

Parental Involvement

Banovallum School is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs. We recognise the important influence which parents/carers have on their children and would wish to enlist their support when their child is involved in bullying –either as victim or a perpetrator. Parents who believe their children are the victim of bullying should share their concerns with school at the earliest opportunity and be prepared to work with school to keep their children safe. All expressions of concern will be taken seriously and investigated thoroughly. Parents should contact their child's tutor in the first instance and/or the Student Support team if they have any concerns.

Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard. Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.

If you feel your child may be a victim of bullying behaviour, inform the school immediately. Your complaint will be taken seriously and appropriate action will follow. We would very much encourage parents and carers to use official channels through school rather than engaging in the issues with students themselves. We particularly discourage parents from commenting on an issue via social media.

It is important that you advise your child not to fight back. It can make matters worse.



SIGNS AND SYMPTOMS OF BULLYING

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

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill regularly 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.

AS A SCHOOL

The following strategies have been put in place to reinforce the anti-bullying ethos at the school. Teachers will not use material or equipment which gives a bad or negative view of any group because of their ethnic origin, or gender.

- Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people at whole school level and on a one to one basis. This includes a review of what friendship really is.
- Encourage pupils to treat everyone with respect.



- At whole school level – through assemblies when children will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place.

Through our in house Peer Mentoring System

- Anti-Bullying Week in November will be used as an opportunity to raise the profile of this issue.
 - Through initiatives initiated and implemented by our highly trained 30 Anti Bullying Ambassadors.
- Through the bespoke care and guidance of our Student Support Staff.

ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. All teachers, adults and designated members of the student body will report incidents of bullying to Student Support who will conduct a thorough investigation interviewing victims, witnesses and perpetrator/s. The incident is then put before the Deputy Headteacher with responsibility for Behaviour and Safety, the Head teacher or an appointed person, for consideration. All statements are logged and stored electronically including the outcome.

Help, support and counselling will be given as is appropriate to both the victim and the bullies:

We also support the victims in the other ways:

- By offering them an immediate opportunity to talk about the experience with their Student Support Assistant or an appropriately appointed person.
- Informing the victims' parents/guardians.
- By offering continuing support when they feel they need it.

CONSEQUENCES FOR THE BULLY

The following steps may be taken when tackling a bullying incident:

- talking about what happened, to discover why they became involved.
- Informing the perpetrators' parents/guardians.
- continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.
- taking one of more of the disciplinary steps described below to prevent more bullying. Where deemed appropriate, facilitated a meeting with the perpetrator and the victim.

DISCIPLINARY STEPS perpetrators may:

- may be given an official warning.
- parents may be invited in to discuss the concern.
- Be expected to sign and adhere to an individual behavioural contract.
- Be expected to work with a professional service for a fixed period of time.
- may be isolated to certain areas of the school site at break and lunchtimes.
- May start and end the school day at different times
- may be escorted to and from lessons
- may be escorted off site
- have to take part in restorative justice sessions.
- Be issued with a period of Internal Exclusion may be issued.
- Given a formal Fixed term exclusion.
- be permanently excluded.

Banovallum School is not complacent but we do feel that bullying incidents by definition are low and that when we are aware of them, they are dealt with swiftly and effectively. Bullying has no place in our school and we are constantly seeking out new initiatives and ways in which to develop combating this most unwelcome and anti-social type of behaviour. We look to include our most valuable asset in assisting us, our students, as well as the views and considerations of stakeholders including parents and carers.