

Anti-Bullying Policy



2020/21



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Approval Level:	SLT
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Reviewer:	Ian Creswell Deputy Headteacher

Review Date: February 2021
Next Review Date: February 2023

*Cantell – An exceptional school experience:
Academic excellence / Exciting teaching & learning
Life-changing opportunities / A richly diverse community*

Introduction

Ethos Statement:

Cantell School is committed to ensuring that students can come to school to work in a supportive, caring and safe environment, without fear of being bullied. At Cantell School we will not tolerate any form of unkind behaviour, whether physical or emotional and will endeavour to eradicate all forms of bullying that occur within our school community. We aim to do this through the promotion of our core values of Challenge, Creativity, commitment Cooperation and Courtesy.

Legislation & Statutory Guidance:

The policy is based on advice from the Department for Education (DfE) on:

- The Equality Act 2010.
- Preventing and tackling bullying – July 2017.
- Cyber bullying: advice for Headteachers and school staff.

Aim:

This policy aims to:

- Provide a consistent approach to the management of bullying.
- Define bullying.
- Outline how students are expected to treat each other.
- Outline how students, parents and staff can report any instances of bullying.
- Summarise the roles and responsibilities of different people in the school community with regards to bullying.

Objectives:

Central Objective

To encourage students to treat each other with respect and courtesy to provide an environment free from prejudice-based bullying. Students will form positive relationships with each other and staff in a safe and enjoyable environment where every student can learn.

Related Objectives:

To develop and foster a positive environment in which students can thrive by:

- developing relationships between staff and students which are marked by reciprocal courtesy, respect and understanding;
- fostering student self-confidence, self-esteem and wellbeing;
- creating an environment which:
 - in lessons, is purposeful, mutually supportive and non-threatening;
 - in social time, is fun, friendly, enjoyable and non-threatening;
 - can feel comfortable in reporting any instances of bullying on the understanding that it will be dealt with effectively.

To prepare students for adult life by:

- helping them understand society's need for positive working relationships;
- enabling them to move into adult life with increased confidence and awareness of the needs of others.

To involve parents in the school's management of bullying by:

- creating an environment in which a genuine partnership exists between home and school;
- ensuring that parents are made aware of any incidents of behaviour which may be regarded as bullying whether as a victim or perpetrator, at school or involving members of the school community outside of school;
- seeking parents' understanding and support of the school's policies and actions with respect to any incidents of bullying;
- providing advice and support where appropriate and when requested.

Roles & Responsibilities

The Governing Body

- The Governing Body will support the school in maintaining high standards of behaviour of students and staff.
- The SLT, in consultation with the Chair of Governors, will ensure that new governors understand the definition of bullying and their role in challenging any incidents of bullying.
- The Governing Body will also review this policy in conjunction with the Headteacher and monitor the policies effectiveness, holding the Headteacher to account for its implementation.

Staff

All staff will follow the school policy. Staff are responsible for ensuring the policy is applied consistently and fairly:

- All staff will report any incidents of alleged bullying to the relevant Head of Year.
- Heads of Year will record any incidents of bullying and follow the correct procedure when investigating any incidents of bullying.
- Staff will ensure the school policy on bullying extends to school fixtures, educational visits and work experience placements. Any incidents of bullying that occur within the community, whilst travelling to and from school, and any incidents that come into school, may be sanctioned as per the bullying policy.
- Heads of Year will monitor any incidents of bullying, in order to identify any trends.
- Senior staff, Heads of Year, and Heads of Department will ensure that all new staff, particularly Newly Qualified Teachers, understand the Bullying Policy and procedures as part of their induction to the school.
- Heads of Year in conjunction with the SLT will ensure that there is a cumulative response to continued poor behaviour.

Students:

Students are expected to take responsibility for their actions, treat all members of the school community with courtesy and respect and aim to build positive relationships. Students will be made fully aware of the school policy, procedures and expectations through a student version of the Bullying Policy on the school website, regular assemblies and Lesson A activities. Students will be encouraged to report any incidents of bullying. Students will be consulted through a student voice and student leadership panel as to the effectiveness of the school's anti-bullying policy.

Parents and Carers:

Parents play a crucial role in shaping students interaction with their peers in school. The school will aim to keep parents informed of any incidents of bullying whether as a victim and perpetrator. The school will communicate with parents via letters, emails and phone calls. Parents will be expected to contact their child's Head of Year if they have any concerns relating to bullying.

Parents will support their child by:

- supporting the school policy on bullying;
- notifying the school of any concerns relating to bullying;
- ensuring their child behaves in a manner consistent with the school values both in school and in the wider community; this includes the responsible use of social media and electronic devices.

Definition

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful.
- Repeated, often over a period of time.
- Difficult to defend against.

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting.
- Physical – pushing, kicking, hitting, punching or any use of violence.
- Racist – racial taunts, graffiti, gestures.
- Sexual – unwanted physical contact or sexually abusive comments.
- Homophobic, Biphobic or Transphobic – because of, or focusing on, the issue of sexual orientation or gender identify, (including where perceived).
- Verbal – name calling, sarcasm, spreading rumours, teasing.
- Cyber – all areas of internet, such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities.
- Disability/SEN – because of, or focusing on a disability or special educational need.
- Home circumstance – targeting individuals who are Looked After Children, or because of a particular home environment or circumstance.

Reporting Procedures

If bullying is suspected or reported, the incident will be taken seriously and dealt with as quickly as possible by the member of staff who has been approached. A clear account of the incident will be recorded and passed to the Head of Year.

Heads of Year will investigate the incident by interviewing all concerned and record outcomes on the school's behaviour logging system.

Heads of Year will log any alleged bullying incidents on a CPOMS.

Heads of Year will inform parents of the outcome of the incident.

Lesson A teachers and subject staff will be kept informed and asked to monitor the behaviour of the students concerned.

Parents will be kept informed and are discouraged from taking matters into their own hands and should not approach a suspected student but speak to a member of staff.

Each incident of actual or alleged bullying will be unique in its representation and its level of impact on the individuals concerned. Therefore, it is important that the school is given the opportunity to tailor a strategy to address the situation and to support the bullied student in relation to the particular incident/s.

Students who are victims of bullying will be offered the opportunity to discuss their experience with their Head of Year, who may make a further referral to Student Welfare in order to discuss strategies to raise their self-esteem and confidence.

Students who have bullied will be helped by:

Discussing what happened, discovering why the student became involved and establishing a sense of wrong-doing. Parents/carers will be informed to help change the attitude and behaviour of the student.

As Cantell is a restorative school, in agreement with both parties involved, there will also be the opportunity to rebuild relationships, involving a discussion mediated by a member of staff as a way of resolving disputes. This can be highly effective in preventing a reoccurrence of the bullying.

Appropriate disciplinary steps will be taken in line with the school's behaviour policy. As mentioned above, each incident of actual or alleged bullying will be unique in its representation and its level of impact on the individuals concerned. Therefore, it is important that the school is given the opportunity to tailor a strategy to address the situation and to support the bullied student in relation to the particular incident/s.

Prevention

As a school we take bullying seriously. We use a range of proactive strategies to prevent bullying. These include:

- Effective school leadership that promotes an open and honest anti-bullying ethos.
- Use of curriculum opportunities, in particular Lesson A sessions and CPSD classes where issues of diversity are discussed and anti-bullying messages are drawn out.
- Use of opportunities throughout the school calendar and at certain times of the school day to raise awareness of the negative consequences of bullying e.g. Anti- Bullying Week in November of each year.
- Whole school assemblies.
- Student surveys.
- Poster campaigns.
- Extensive duty staff at breaks and lunches.
- Anti-bullying officer and counsellor employed by the school to support victims and repeat offenders.

Recording Bullying and Evaluating the Policy

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be held centrally. Files will be monitored by SLT half termly and adjustments to policy made as required and reported to governors in an annual report.

The Policy will be reviewed every two years.