



ANTI- BULLYING POLICY

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Everyone has the right to be healthy, be safe, enjoy and achieve, make a positive contribution and achieve economic well-being. This document details how Aldridge School aims to prevent and tackle unpleasant and intimidating behaviour at our school, so allowing the fulfilment of the above and facilitating our students to fulfil their potential. This Anti-Bullying policy complements the Statement of Shared Values on which Aldridge School bases its work. Aldridge School has also signed up to Walsall Safeguarding Children's Board Anti-Bullying Charter (see below). This policy also complements and draws from the Whole School Behaviour, Rewards and Sanctions Policy.

Walsall's Anti-Bullying Charter



We will take bullying seriously.

We will make sure children and young people who experience bullying know how to get help and support.

We will offer services to children and young people who bully others to help understand the consequences of their actions.

We will work together to set anti-bullying standards for all children's services to work to.

We will monitor services to make sure they are working to the agreed anti-bullying standards.

We will involve children and young people in monitoring the ways services respond to bullying.

We will make sure we keep services informed about bullying in all its forms and the best ways to deal with it.

We will contribute to national and local anti-bullying events.

The Ethos of Aldridge School

In order for students to fulfil their potential both academically and socially we want to ensure the safety and welfare of students at Aldridge School. We believe in an 'inclusive approach' for all young people and any barriers to their learning or development need to be minimised. We recognise social barriers such as bullying do exist. However, this will not be tolerated at Aldridge School and we will do all we can to tackle it.

It is made clear to all our students that bullying will be dealt with seriously. School years are crucial years for personal development and intimidation can create a barrier to this development both academically and socially. Challenging bullying effectively will improve the safety, happiness and performance of our students. It also improves confidence, performance and attendance of vulnerable students, and provides guidelines and controls for students whose behaviour is a concern.

Our endeavours to maximise student learning and enjoyment and to tackle bullying were also noted in our most recent Ofsted in February 2017:

"Bullying is rare in the school and any that does occur is dealt with well. Pupils told inspectors that they feel safe in school and that they trust adults to help them with any problems they experience, including bullying."

What is Bullying?

The Anti-Bullying Alliance (ABA) defines bullying as:

"The repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace".

The School Council has agreed with this definition.

Bullying is a form of discrimination. This is when a person or a group of people are treated differently because of a perceived difference and/or prejudice. These differences can be a range of things for example; race, educational achievement, height, sexuality, weight, accent, gender or name.

Types of Bullying:

- Racist, Religious and Cultural bullying. Racial taunts, graffiti, gestures. The Race Relations Act 1976 states that schools and governing bodies have a duty to ensure that students do not face any form of racial discrimination, including attacks and harassment.
- Sexual. Unwanted physical contact or abusive comments.
- Homophobic. Any hostile or offensive action against lesbians, gay males or bisexuals or those perceived to be lesbian, gay or bisexual.
- Abuse of the vulnerable. For example, children with physical disabilities, on the autism spectrum, or with special educational needs. Bullying also happens to children who are carers or children who have experienced a divorce or death in the family.
- Emotional bullying; such as ridicule and exclusion, seems to be more common than physical violence and it can also be more difficult to cope with or prove.
- Cyber bullying. New methods have also followed this old problem – texting, cruel photos from mobile phones, emails and web-based attacks are increasingly prevalent. We undertake to run, each academic year, an E-Safety session for our new Y7 parents and parents of Y5/6 pupils in the Aldridge Primary Partnership to help tackle this aspect of bullying. Mr G Morton is the lead teacher for E-Safety.

Bullying may occur in the form of name-calling or exclusion or it can escalate to aggressive and intimidating actions that prevent students from taking advantage of the opportunities that the school provides.

Peer on Peer Abuse

Peer on Peer Abuse is becoming more prevalent in society. Peer on Peer Abuse are actions taken by young people against another young person. They range in degree and may be considering bullying or a Child Protection issue for which our Child Protection Policy should be followed if required.

There is no clear boundary between incidents that should be regarded as abusive and incidents that are more properly dealt with as bullying, sexual experimentation etc. This is a matter of professional judgement and any member of staff who is unsure should always refer to the Safeguarding Hub and err on the side of caution.

If one young person causes harm to another through bullying, fighting and harassment between children they are not considered to be child protection issues. However, it may be appropriate to regard a young person's behaviour as abusive if:

- There is a large difference in power (for example age, size, ability, development) between the young people concerned; or

- The perpetrator has repeatedly tried to harm one or more children;
or
- There are concerns about the intention of the alleged perpetrator.

If the evidence gathered during investigation suggests that there was an intention to cause severe harm to the victim, this should be regarded as abusive whether or not severe harm was actually caused.

Peer on Peer Abuse – The Risks

Young people are vulnerable to abuse by their peers. Such abuse should be taken as seriously as abuse by adults and should be subject to the same child protection procedures. We should not dismiss abusive behaviour as normal between young people and should not develop high thresholds before taking action.

We all need to be aware of the potential uses of information technology for bullying and abusive behaviour between young people.

We all need to be aware of the added vulnerability of young people who have been the victims of violent crime (for example mugging), including the risk that they may respond to this by abusing younger or weaker children.

It is not enough to respond to incidents as they arise we need to strive and continuously assess and improve to create an environment that actively discourages abuse and challenges the attitudes which underlie it. Our own personal behaviour should always be considered and the effect that this has on children who may view us as role models.

If Bullying Occurs – A General Overview

Aldridge School has a range of options for students to seek advice and get help. We consistently reinforce the message to inform someone of any incidence of bullying immediately and that dealing with bullying is everyone's responsibility.

Form Tutors - encourage students to discuss issues/problems with them. This information will be treated with respect and due seriousness.

House Staff - Aldridge School has very strong a Pastoral Team (Heads of House and Pastoral Support Assistants), (non-teaching staff and teaching staff) who work with the students to ensure they are happy and that learning at school is an enjoyable experience. If at any time a student experiences unpleasantness from another student, they are there to help. Student surveys show that they have great faith in this team.

Assistant Headteacher – Mr Shaun Sedgwick is the lead Anti-Bullying member of staff and is also a member of the Senior Leadership Team.

Web-based Reporting and information – where students can e-mail House Staff directly to report incidents of bullying. Our dedicated Anti-Bullying web page also contains links to other Anti-Bullying sites and sources of support.

Confidential 'Bully Box' - where students can report incidents anonymously. This is located in the library.

Anti-Bullying Literature – posters displaying telephone and web-site addresses of Anti-Bullying organisations and sources of help and advice are placed strategically around school. Such telephone numbers include (amongst others): Childline Freephone 0800 111 111 www.childline.org.uk, Kidscape (and Parent Helpline) 01717 303 300 www.kidscape.org.uk, Anti Bullying Campaign 01713 781 446.

Year 7 'Ambassadors' – We recognise that entry into secondary school can be daunting for the new intake. To help tackle any problems they encounter some students apply for and are selected and trained to become Year 7 Ambassadors. Our Ambassadors visit our feeder primary schools and are available during open evenings and induction days to answer any questions our new pupils may have.

How the school will deal with bullying

All staff were given the option of Anti-Bullying training at the beginning of the 2017 academic year as part of a range of Tea Time Tasters. All new staff to the school receive training on Anti-Bullying awareness, school procedures in relation to Safeguarding Children and Emotional Intelligence.

When a bullying incident is reported, those accused of bullying, those being bullied and witnesses of the incident(s) will be asked to write down an account of what has taken place. All those involved will be interviewed by their relevant House Staff.

Bullying incidents will be recorded by the House Staff in SIMS (both victim and perpetrator) for future reference and all documentation to do with specific incidents will be placed on the student's file. All Bullying incidents at Aldridge School are also recorded in our 'Central Anti-Bullying Record' using the 'Bullying / Racism Form' which is stored in Barr House Office and is maintained by Sarah Parton – Head of Barr House. Every incident of Bullying is recorded here. We outline the bullying that has taken place and those involved. We outline the resolution. We follow up on two separate occasions with both the victim and the perpetrator at a given period of time

to check that all people involved remain safe and happy and again all this is recorded in SIMS for future reference and ease of access.

Assistant Headteacher and lead Anti-Bullying Teacher, Mr Shaun Sedgwick regularly reviews documentation and procedures in relation to how bullying is dealt with at Aldridge School/

If a student either admits to bullying or it can be proved beyond reasonable doubt that they have taken part in this behaviour then the following methods and sanctions can be used:

- The incident will be reported to their parents and a meeting arranged in school to discuss the matter and the action to be taken
- A Restorative Justice package may be used to ensure that issues are resolved.
- Sanctions will be applied as laid out in our Behaviour, Rewards and Sanctions Policy.
- Once the bullying incident has been resolved, and the victim of the bullying considers the matter closed, a support programme will be put in place for the person who did the bullying. The school recognises that people who bully have often been victims themselves. Parents may attend a meeting with their child's Head of House to discuss the incident and to agree the appropriate action to be taken. The school relies on the support of parents in matters such as this to stop the problem continuing and to help the child improve their behaviour.

How we can prevent bullying:

We must all raise awareness of bullying throughout the school / and our local community by addressing all students, parents and staff teaching and non-teaching.

We must all publicly acknowledge that Aldridge School considers bullying to be unacceptable, and is committed to dealing with it. We undertake to maintain a clear Anti-Bullying information board.

We must all help to create and support a culture of care and consideration for others.

School Staff:

The important thing is to establish environments where bullying is less likely to occur. This may be by setting boundaries around 'courtesy' and 'respect'. All staff have background information on their teaching group and how they work together (context sheets). Staff also need to:

- Set clear boundaries about expected standards of behaviour.
- Act on information given out by House Offices.
- Encourage students to talk to you about their concerns.
- Think carefully about the seating plan.
- Minimise problems by seating students away from potential difficulties.
- Discuss the role of the 'bystander' in bullying – talk about what bystanders need to do if they witness bullying.

Parents:

Parents are often best placed to detect changes in behaviour or attitude which might indicate that a young person is upset or unhappy and that bullying may be taking place. Parents should also:

- Set clear boundaries about expected standards of behaviour at home.
- Encourage their son or daughter to talk to them about their concerns.
- Use a 'significant other' adult if their son/daughter doesn't wish to talk to them.
- If necessary, approach the school to discuss any difficulties
- Report any incidents of bullying to House Offices as soon as they occur. Parents must not wait for the bullying to 'develop'.
- Discuss the role of the 'bystander' in bullying – talk about what bystanders need to do if they witness bullying.

Students:

- The Golden Rule is to tell someone!
- Bullying can happen through no fault of your own, don't let it build up. You must act immediately when anything happens.
- Try not to be confrontational or spiteful.
- Don't act as an 'audience' for bullies. So don't stand and watch or encourage, either walk away or go and tell someone.
- Don't be a 'bystander'. If you witness something, report it (even if it's anonymous). You'd like someone to do the same if it was you being bullied.

How can we help?

Teachers and Staff:

- Students and parents need to have faith in the system and students need to feel confident that the school will take the matter seriously.
- Aldridge School will encourage students to empathise with others and encourage social and emotional behavioural skills throughout the school day. This will be done through school ethos, assemblies, registration periods, academic lessons and the PSHCE programme.
- School staff will take every opportunity to make it clear to all students that bullying is unacceptable. This will be done through assemblies, form time and the PSHCE programme. It is consistently reinforced within the classroom through this and other school policies.
- Tutors will discuss matters with their form groups using structured resources and creating an environment where students feel confident to admit to being bullied.
- Posters, leaflets and booklets will be distributed and made available for students.
- Students will be told that bullying (verbal or physical) is not tolerated in the school. Everyone is expected to ensure that bullying does not happen and everyone has the responsibility to tell someone - this is not telling tales.

Parents:

- Encourage your child to be assertive but not confrontational in their manner.
- Encourage them to talk openly with you about any social problems at school and reiterate that bullying is not something that should be tolerated.
- If you think your child has shown 'bullying' behaviour or is being bullied please contact the school via the appropriate House Office as quickly as possible. Also information is free to download at:
- www.kidscape.org.uk/assets/downloads/kschildrenwhobully.pdf or
- telephone Parentline on 0808 800 2222 or 01702 559 900

Students:

- Students need to work as a team and realise they are all members of the same community.
- Students need to support the efforts of each other, and celebrate the different skills and interests that each person brings to school.
- It is unrealistic to assume that everyone will get on with each other at all times, but no student has the right to make school an unpleasant experience for another student.

- Tell a member of staff; telling about bullying isn't 'telling tales' or 'grassing'. You have the right to be safe from attacks and harassment and you should not be silent when you are being hurt.
- Tell a friend what is happening. Ask them to help you. It will be harder for the bully to pick on you if you have a friend
- Try to ignore the bullying or say 'No' firmly, then turn and walk away. Don't worry if people think you are running away. Remember, it is very hard for the bully to go on bullying someone who won't stand still to listen.
- Try not to show that you are upset or angry. Bullies love to get a reaction. If you can keep calm, they might get bored and leave you alone.
- Don't fight back if you can help it.

What is Restorative Justice?

Aldridge School is committed to moving towards Restorative Justice as a way of resolving bullying issues. 'Restorative Justice' brings the 'victim' and 'perpetrator' together to discuss their actions and be aware of how their actions have affected another person. It accepts conflict is part of life and it allows students to take responsibility for their feelings and behaviour and is a good way to repair the damage caused. It does not make the 'perpetrator' less responsible, but looks at reparations for damage done. Joan Nash, ex-cabinet member for schools said "When people take responsibility for what they have done it is much more effective in stopping them from re-offending than a punishment".

Anti Bullying Week November – annually

We undertake to mark and contribute to National Anti-Bullying Week.

During the month of National Anti-Bullying Week dedicated anti-bullying assemblies will take place and competitions run.

Contextualisation of Aldridge School's Policy

Aldridge School's Anti Bullying Policy is an integral part of our Behaviour, Rewards and Consequences Policy and is reiterated throughout the school via assemblies, posters and leaflets. It is also referred to directly and indirectly through certain subject areas;

- CPSHCE lessons – definitions of bullying, holistic health, role of the bully and the bystander.
- RST, History and English – nurture empathy with others, consideration of other's feelings, awareness of the consequences of your actions.

- Drama – drama raises awareness of the effect that bullying can have on individuals. Drama also promotes continual empathy, consideration of other's feelings, and being aware of the consequences of your actions,

Appendix 1 **Student Friendly Advice and Guidance on Bullying**

What is bullying?

Staff, students and parents have agreed that:

“The repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace”.

What we will do:

Your House Staff will listen to BOTH sides of the story before judging anyone involved with bullying. Bullying will not be tolerated and anyone guilty of making another student's life unpleasant will be dealt with seriously. This could result in detentions, parental meetings, internal isolations and possibly exclusions. You must understand that we treat all cases seriously.

In most cases the two people involved will be encouraged to eventually come face to face and realise the hurt and pain they may have caused, restoring justice and building bridges.

What you can remember to do:

- Treat others as you want to be treated!
- Be respectful to everyone in the community.
- If you witness something unpleasant, report it (even if it's anonymous).
- If you are unhappy – tell someone! The sooner we know the sooner we can help!
- Don't act as an 'audience' for bullies. So don't stand and watch, walk away and tell someone.
- Everyone is different and that is what makes us so special – difference is not a bad thing – celebrate it!
- If someone is being unpleasant to you, be 'assertive' but not 'aggressive' when dealing with bullying. If you feel able, tell the bully clearly to stop - this isn't always easy. If no one knows you need help then no one can help you!

If you have a problem to do with friends or bullying then you can talk to any of the people mentioned below, but you should have a good relationship with your form tutor so they would probably be the best person.

If you know that someone needs help or if you want to report something to a teacher anonymously, then there is a confidential 'Bully Box' in the Library. Write down your concern and a member of staff will deal with the issue. You can also report bullying directly to your House Office via our Anti-Bullying web-site.

You can also tell any teacher you feel comfortable talking to. You could speak to one of our 'Peer Mentors' or 'Buddies' or any older pupil. You could tell one of your friends and don't forget your parents/guardians!

We would hope that you feel comfortable talking to at least one member of staff about your problems, but if you don't, then you might want to contact the following people:

- > Childline Freephone 0800 111 111
www.childline.org.uk,
- > NSPCC 0808 800 500
www.nspcc.org.uk.
- > Anti-Bullying Campaign 01713 781 446
- > Parent Line 01702 559 900
- > Samaritans 0345 909090 / 01452 306 333

Appendix 2

Cyber Bullying

Technology is utilised both in and out of school as a source of valuable information to further pupil's learning. However Aldridge School recognises that cyber-bullying is on the increase and needs to be tackled. Additional information and important contact numbers in relation to Cyber-Bullying can be found on our Anti-Bullying Web-Site. Mr Morton is the lead E-Safety teacher.

Cyber bullying includes:

- Text messaging.
- Mobile phone calls.
- Picture/video clips (via mobile phone cameras).
- Email.
- Chat rooms.
- Instant Messaging.
- Websites (such as Bebo, Myspace, Facebook).

What to do

Students:

- Do not reply to any message.
- Report it to a teacher or parent (if it occurs out of school then it will become a police matter).
- Save the message as evidence.

Parents:

- Encourage your child to have an open relationship and talk about any problems they might have.
- Take an interest (but don't be intrusive) in what they do on the internet.
- Make it clear that cyber bullying is bullying! It is unacceptable, but without them talking about it no one can do anything to stop it!

Staff:

- We realise that teachers cannot control what pupils do with their mobile phones and computers out of school and as a consequence we quite often have to deal with the consequences in school when the 'cyber bully' and 'victim' come face to face.
- Make it clear through tutor time, assemblies and lessons that bullying of any kind will not be tolerated and will be dealt with.
- We know you do this, but ensure mobile phones are not used during lessons and iPads only when you as the class teacher want them to be used.

Recording of Bullying Incidents

