

PLYMSTOCK SCHOOL

ANTI-BULLYING POLICY 2023/2024

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ASSISTANT HEADTEACHER:	Mark Taylor
DESIGNATED SAFEGUARDING LEAD:	Joseph Ellerton
Reviewed:	September 2023
Next Review:	September 2024

Our Ambition

To empower our young people, through education, to have the knowledge and skills they need to be successful in life and make a positive difference to their communities.

Our Vision

Achieve Excellence through Curriculum and Culture.

Our Values

Be Kind - We **value and respect every person equally**; always **treating others with courtesy and consideration** and **displaying empathy, tolerance and kindness** in all that we do.

Work Hard - We **demonstrate a commitment to our school and wider community, making the most of opportunities available** and are **dedicated and willing to apply great effort to achieve our very best**.

Aim High - We **act with courage** and **value integrity above all**. We have **high ambition of ourselves and others, demonstrating determination, resilience and grit** in the face of opportunity and challenge. **We never give up!**

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" September 2023 and 'Sexual violence and sexual harassment between children in schools and colleges' guidance.

Plymstock School work in collaboration with the Anti Bullying Alliance, Princess Diana Award, Intercom Trust, Plymouth and District Racial Equality Council and Online Safety Network.

Rationale

Positive relationships between students, staff and parents are of the utmost importance to our learning community as we strive to create an atmosphere where every child matters.

All students and staff have the right to work and relax in dignity and safety. Our proactive approach allows for the education of students, their family and staff to hold healthy and positive relationships between one another.

Our anti-bullying work, completed in conjunction with the Anti Bullying Alliance and Diana Award aims to change attitudes to bullying as well as to behaviour. Bullying will not be tolerated at Plymstock School. The school community has a duty to protect all its members and provide a safe and healthy environment for learning.

This policy should be considered in conjunction with the Safeguarding and Child Protection and the Behaviour, Culture and Expectations Policy.

Aims and Objectives

We are committed to providing a caring, friendly and safe environment for all of our community, enabling wellbeing and a positive learning experience. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should feel safe and encouraged to speak out against it and know that incidents will be dealt with promptly and effectively.

This policy looks to support staff, students and parents/carers in their understanding of Plymstock's School ethos, and our approach to eradicating bullying from our community.

- All Hub Advisory Board (HAB) members, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All HAB Members, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

In response to the Equality Act 2010 we have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

A Clear Definition of Bullying

The Anti Bullying Alliance defines bullying as ***'Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online'***.

Bullying can take many forms (for instance, cyberbullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways. It may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

Bullying behaviour can be:

Physical - being pushing, poking, kicking, hitting, biting, pinching or any use of violence

Verbal - being name calling, sarcasm, spreading rumours, threats, teasing, belittling.

Emotional - being isolating others, tormenting (eg. hiding books), threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.

Sexual - being unwanted physical contact, unwanted sexualised comments or sexually abusive comments

Online /cyber - through the mechanisms of messaging and social media platforms (eg. posting on social media, sharing photos, sending nasty text messages, social exclusion).

Indirect - can include the exploitation of individuals.

This policy covers all types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
- Bullying related to race, religion, faith and belief and for those without faith
- Bullying related to ethnicity, nationality or culture
- Bullying related to Special Educational Needs or Disability (SEND)
- Bullying related to sexual orientation (homophobic/biphobic/transphobic bullying)
- Gender based bullying, including transphobic bullying
- Bullying against teenage parents (pregnancy and maternity under the Equality Act)

Dealing with incidents (See Appendix A – Standard Operating Procedures)

- Any individual who believes that they have been bullied should report the incident to an appropriate person within our community; teaching or non-teaching staff; tutor, Assistant Head of Year, Head of Year, subject teacher, support staff.
- All parties involved in an alleged incident of bullying will be listened to and encouraged to share their experiences and feelings.
- All parties involved will be interviewed to collect information about the incident. This should be conducted from an unprejudiced perspective. Information will be logged via a Safeguarding referral form and then recorded on CPOMS.
- The DSL will be informed of all bullying issues where there are safeguarding, racist, homophobic, sexual abuse or hate-related concerns, via a CPOMS log.

When dealing with bullying and bystanders, the following are actions/ consequences can be taken (this list is not exhaustive) in line with the Plymstock Behaviour and Relationships policy:

- Contact with the perpetrator's and victims parents/ carers
- Supervised breaks
- Restricted to certain areas of the school

- Official warnings about further threats, intimidation etc...
- Signed behaviour agreement
- Internal Reflection
- External Reflection
- Suspension
- Permanent exclusion
- Police reporting and meetings
- Hate incidents and hate crimes are reported to the Local Authority by the Head Teacher and Designated Safeguarding Lead.
- The Head Teacher, Behaviour Deputy and/or DSL will also consider whether it is appropriate to notify the police of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.
- Use specific organisations and resources for help with problems.
- Work with the wider community such as the police and children's services where bullying is particularly serious or persistent and when a criminal offence may have been committed.

Support and Restoring Wellbeing

When a member of our community experiences bullying, they may experience a lack of confidence in their ability to integrate into the social environment of the school. The school will look to support their recovery as best as possible and may implement any of the following;

When bullying has been found to have taken place, a combination of the following activities of support may take place:

1. Support/advice for the victim
2. Support for the bully (consequences/implications of bullying for the victim)
3. Mediation meeting between the parties involved when appropriate
4. Student follows a Safety Plan implemented by the pastoral team: anger management/anti-bullying/self-esteem or emotional logic work.
5. Discreet staff monitoring and student feedback on the situation
6. Continued support from the Pastoral team.
7. Links to the relevant agencies or staff to support self-esteem and confidence.
8. Students and staff will have regular updates on how to report incidents of bullying, including cyberbullying.

On-Going incidents

- If further incidents involving the same perpetrator arise this will be considered an intentional act.
- A student who fails to learn from the educative process implemented following an initial incident.
- will be monitored, consequences and parents/ carers will be informed.
- The investigative procedures will be repeated in all new reports.
- Students may be asked to keep a log of events so that there is clear evidence of any further incident.

- All members of staff who become aware of any bullying behaviours must inform the Head of Year of all ongoing issues.

Guidance and approaches taken to support Anti Bullying Policy

Plymstock School recognise that bullying does happen within school and it's important that a wide holistic approach is taken to prevent and minimise any potential of students experiencing bullying. This is done through;

- Personal development curriculum
- Wider curriculum opportunities
- Through periodic assemblies promoting anti bullying, behaviour, respect, tolerance and equality.
- Through a whole school approach to anti bullying
- Student and parental voice sessions
- Peer mentoring scheme
- Anti-bullying mentors through our work with The Diana Award.
- Posters advising on what to do if students themselves or others are being bullied and where to report this
- SLT termly analysis of bullying data and trends and strategies in response to this.
- Tutor Programme

Bullying incidence is lower in schools which promote high levels of self-esteem and worth amongst its students. At Plymstock School our values and CORE expectations, along with our Behaviour, Culture and Expectations Policy and our tutor programme promotes and educates students to conduct themselves in a committed, safe and respectful manner.

Staff should consider:

- Greeting of students at the threshold of classrooms and managing the conclusion of sessions
- Use of rewards to promote the expectations of the school
- Use of positive reinforcement to reinforce the positive behaviours
- The quality of evaluation of what each child achieves, including marking and feedback
- Classroom layout and seating plans
- The way in which purpose and expectations of learning and behaviour are conveyed to ensure the expectations are explicit for students (modelling expected behaviours)
- Referrals to appropriate members of staff
- Suspected incidents of bullying should be pursued following the School Behaviour and Relationships Policy and in line with the Anti-Bullying Policy

Further strategies

In addition, we aim to use the following strategies when appropriate:

- involve parents to ensure that they are clear that the school does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied. Parents should feel confident that the school will take any complaint about bullying seriously and resolve the issue in a way that protects the child, and they reinforce the value of good behaviour at home.
- involve pupils. All pupils should understand the school's approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders

- regularly evaluate and update our approach to take account of developments in technology, for instance, updating 'Student Code of Conduct for ICT' for use of school computers
- implement consequences in line with the school Behaviour and Relationships Policy and in line with the Anti-Bullying Policy so that the consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable
- openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality. Also, children with different family situations, such as looked after children or those with caring responsibilities. We teach children that using any prejudice-based language is unacceptable.
- use specific organisations or resources for help with problems. We draw on the experience and expertise of anti-bullying organisations with a proven track record and/or specialised expertise in dealing with certain forms of bullying. This includes the Anti Bullying Alliance, the Intercom Trust and The princess Diana Award.
- provide effective staff training. This is included within regular staff safeguarding training where Child on Child abuse is discussed and clear guidance of all staff members responsibility for challenging this and appropriately referring.
- work with the wider community such as the police and children's services where bullying is particularly serious or persistent and where a criminal offence may have been committed.
- We also work with other agencies and the wider community to tackle bullying that is happening outside Plymstock school
- make it easy for pupils to report bullying so that they are assured that they will be listened to and incidents acted on. Pupils should feel that they can report bullying which may have occurred outside school including cyber-bullying.
- create an inclusive environment. We aim to create a safe environment where pupils can openly discuss the cause of their bullying, without fear of further bullying or discrimination.

Legislative Links

References Preventing and Tackling Bullying DFE 2017

School Standards and Framework Act 1998

Education Act 2002

Education and Inspections Act 2011

School Information (England) Regulations 2008

Equality Act 2010

The Education (Independent School Standards) (Amended) (England) Regulations 2014

Education Act 2011

Schools (Specification and Disposal of Articles) Regulations 2012

The School Behaviour (Determination and Publicising of Measures in Academies) Regulations 2012

Behaviour in Schools 2022

Keeping Children Safe in Education 2023

Anti-Bullying Advice, Guidance and Support

The Anti-Bullying Alliance (ABA): <https://anti-bullyingalliance.org.uk/tools-information>

Founded in 2002 by the NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.

Kidscape: <https://www.kidscape.org.uk/advice/advice-for-young-people/dealing-with-bullying/>

Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying. Senior member of staff responsible for this Policy: Charlotte Hanton Page 7 of 7

They also offer specialist training and support for school staff, and assertiveness training for young people.

Here are some other useful links if you would like further support;

☒ Childline: <https://www.childline.org.uk/>

☒ National Bullying Helpline: <https://www.nationalbullyinghelpline.co.uk>

☒ End Bullying Now: http://www.endbullying.org.uk/what-is-bullying/prejudice-basedbullying/racialbullying/?gclid=EAlaIQobChMIqNqVrOz87AIVUe3tCh1SBwkwEAAYASAAEgIEdfD_BwE

☒ The Diana Award: <https://diana-award.org.uk>

☒ Just Like Us: <https://www.justlikeus.org/>

Plymstock School – Safeguarding Matters

Standard Operating Procedures 2023-2024

BULLYING BEHAVIOURS

Bullying behaviours are NOT welcome and will NOT be tolerated at Plymstock School. The school community has a 'duty of care' to protect all of its members and provide an environment that is safe, healthy and based on mutual respect. The Anti Bullying Alliance defines bullying as ***'Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online'***.

1. Students are actively encouraged to report incidents of bullying to any member of staff.
2. The student making the allegation should be listened to and reassured.
3. Get a statement from the victim.
4. Determine who the perpetrator(s) and witnesses (inc. independent witnesses) are and get statements from each. The alleged perpetrator(s) will need isolating during the investigation.
5. Alert their victim's parents – informing them that a concern has been reported and that it is being investigated (outline the process).
6. Evaluate all the evidence gathered and make a decision on appropriate actions/sanctions.

Appropriate actions/sanctions (depending on circumstances) could include one or more of the following (list is not exhaustive):

- Contact with the perpetrator's parents (this must always happen)
 - Fixed Term Exclusion (depending on severity)
 - Internal Exclusion
 - Supervised break/lunch
 - Banning from certain areas of the school
 - Warnings about further threats, intimidation etc...
 - Signed behaviour agreement
 - Apology from bully to victim (verbal/written).
 - Use specific organisations and resources for help with problems.
 - Work with the wider community such as the police and children's services where bullying is particularly serious or persistent and when a criminal offence may have been committed.
1. Inform the victim and their parents of actions taken (encourage them to report any further issues)
 2. Decide what support is needed for the victim. Catch up with them. To check they are okay within one week of resolution. This may include conducting a follow up call with parents/carers.