

## Against Bullying Policy

### Rationale

The purpose of the Against Bullying Policy is to encourage an ethos within the school that develops the quality of relationships within it. The aim of the policy is to discourage **ANY** form of bullying.

### Definition (taken from Don't Suffer in Silence, DfES 2000)

Bullying is deliberately hurtful (including aggression), repeated often over a period of time and difficult for victims (Students or Staff) to defend themselves against.

Bullying can take many forms, but the main types are:

- **Physical** - hitting, kicking, taking belongings
- **Verbal** - name calling, insulting, threats or intimidation, making offensive remarks
- **Indirect** - spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours,
- **Cyber** - tormented, threatened, harassed, humiliated, embarrassed or otherwise targeted using text messaging, email, instant messaging or any other type of digital technology e.g. social networking sites (Snapchat, Facebook, Twitter)
- **Homophobic** - prejudice against lesbian, gay, gender realignment or bisexual people, using offensive homophobic language and name calling.
- **Disability** - prejudice against students and staff if they have a physical or mental disability using discriminatory language and actions.
- **Racial**- Prejudice against students and staff from ethnic minorities such name calling or using racist language, Racist graffiti, not being given equal opportunities and offensive literature.

### Principles

Our 'Against Bullying policy':

- Enables students to achieve their potential in a safe, secure and friendly environment
- Encourages an ethos based on self-respect and respect from and for others
- Produces practical opportunities for young people to express positive feelings and actions

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- Clarifies the procedure of the recording and monitoring of reported incidents for young people, their parents and carer
- Encourages meaningful, trusting and supportive links with parents/carers
- Raises awareness of the school's attitude towards bullying amongst young people, parents, staff, governors and all stake holders
- Enhances and enlists the support of outside agencies
- Ensures that allegations of bullying are dealt with swiftly, sympathetically, fairly and conclusively
- Meets the needs of the Every Child Matters Policy

### **Implementation**

1. Raise awareness and enlist the support of all the Dearne adults in the community of the Dearne Advanced Learning Centre (ALC)
2. Raise awareness of Against Bullying initiatives in and around the Advanced Learning Centre and the community
3. Dearne adults and parents/carers should model behaviour that set the standards that we expect students to follow
4. Dearne adults should be available to offer support
5. Dearne adults to treat any information seriously and record precisely
6. Advice should be sought from Year teams where incidents of bullying cannot be resolved
7. Provide supervised mixed age learning and social provision with the Dearne Advanced Learning Centre
8. Encourage students to take responsibility for themselves and others and provide opportunities for students to discuss bullying and to contribute towards the school action on bullying
9. Dearne adults should question inappropriate behaviour and reinforce expected behaviour:
  - when an incident occurs
  - at a specific time e.g. care, support and guidance time, assemblies
  - through curriculum studies e.g. PSHEE, Expressive Arts, English etc. Curriculum studies should also include programmes that build self-esteem, self-confidence and responsible assertiveness

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10. Dearne Adults should provide support and protection for any victim of bullying

- Identify signals – lateness, ‘illness’, lost money etc.
- Interventions – treat seriously and support.
- Work out coping strategies and involve the support and inclusion of members of staff

**Signs and Symptoms - a guide for staff and parents/carers**

Bullying is a subjective experience and can take many forms; it often causes a change in a young person’s behaviour. Some of the signs and symptoms of bullying are:

- Not wanting to go to school, becoming suddenly ill in the mornings
- Lateness to school and lessons
- Truanting
- Performing badly at school
- Suddenly asking for or needing larger amounts of money.
- Developing unexplained cuts and bruises
- Becoming aggressive to younger children- it is common for a bullied child to develop a bullying nature of their own, particularly towards brothers and sister
- Losing schoolbooks, possessions and money or possessions damaged
- Sudden change in behaviour that may manifest itself in aggression, disruption, becoming secretive
- Becoming quiet and withdrawn.

Cyber Bullying is becoming more common as modern technology is more important to students, there are different sign and symptoms to be aware of such as:

- being secretive around the computer
- turning the computer off when you walk in the room
- needing more credit for their mobile phones
- spending large periods of time on social networking sites such as Facebook, Messenger, Twitter, WhatsApp and other types of chat websites and apps.

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## **What to do if you suspect your child is being bullied**

It is important that you talk with your child if you suspect he/she may be being bullied. Contact school to speak to a member of staff that you may already know. This could be:

- Form Tutor
- Classroom teacher
- A member of the Year team

It is the responsibility of every member of staff to act upon any reported incident of bullying.

If you suspect your child is being cyber bullied:

- Copy and paste, or save and print the material which is being used to bully such as WhatsApp and Snap Chat records, Twitter feeds or their Facebook wall or inbox.
- Keep text messages on their phone and bring the phone into school
- If your child is receiving prank phone calls record the time and date of them.
- Note down websites being used by your child if you suspect they are being used for bullying.
- Monitor the amount of time your child spends on the computer and mobile phone and if they become distressed after usage.
- Keep the computer in a social space in the home.

## **Recording and Monitoring procedures**

These procedures will be undertaken firstly by the Year teams

- Interview victim and any witnesses.
- The incident will be recorded on the SIMS database
- Interview bullies separately and together
- Zero tolerance to be applied in reported bullying incidents
- The Year team member will become the Key worker for the victim of bullying and be the point of contact with the parents/carer of the victim
- The parents of the involved parties will be kept informed of investigations and the possible sanctions imposed. Parents will be welcomed into school to discuss the situation
- The victim needs to be assured that repercussions will be dealt with firmly. Any required support programme will be put in place. The situation will be monitored and reviewed.

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- Inappropriate behaviour will be punished and expected behaviour reinforced. Involve positive peer pressure as a means of rejecting inappropriate behaviour
- The use of a Restorative Justice approach such as mediation, conflict resolution and victim awareness for bullies and victims.

### **Useful References**

Any child in trouble can ring Childline	0800 1111
Kidscape - information sheets on bullying	0871 730 3300
NSPCC helpline for adults	0808 800 5000

### **Websites**

[www.bullying.co.uk](http://www.bullying.co.uk)  
[www.nspcc.org.uk](http://www.nspcc.org.uk)  
[www.childline.org](http://www.childline.org)  
[www.antibullying.net](http://www.antibullying.net)  
[www.kidscape.org.uk](http://www.kidscape.org.uk)  
[www.safeguardingchildrenbarnsley.com](http://www.safeguardingchildrenbarnsley.com)  
[www.beatbullying.co.uk](http://www.beatbullying.co.uk)  
[www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

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