Anti-Bullying Policy

At Aston Fence J & I School, we aim to provide a safe, caring and friendly environment for all of our pupils to allow them to learn effectively, be treated fairly and with respect. We want them to have an understanding of the issues related to bullying and to feel confident to seek support should they feel unsafe.

Policy Development	Definition of Bullying	Reporting and Responding to Bullying
*This policy was formulated in consultation with the whole school community with input from members of staff and children. *Pupils contribute to the development of the policy through the school council, circle time, discussions etc. *The school council has developed a child friendly version, which will be displayed in school, attached to this policy and distributed to families. **Roles and Responsibilities** *The headteacher has overall responsibility for the policy, its implementation and the liaison with the governing body, parents/carer. LA and outside agencies. *The headteacher's responsibilities are: -policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies	'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'. *Safe to Learn: Embedding Anti-Bullying Work in Schools (2007).* How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour? *There is deliberate intention to hurt or humiliate. *There is a power imbalance that makes it hard for the victim to defend himself or herself. *It is usually persistent. Occasionally, an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim may be in danger, then intervention is urgently required. **What does bullying look like?** Bullying can include: -name calling -taunting -mocking -making offensive comments -physical assault -taking or damaging belongings -cyber-bullying – inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet -producing offensive graffiti -gossiping and spreading hurtful or untruthful rumours	Our school has clear and well publicised systems to report bullying for the whole school community (inc staff, parents/carers and pupils). This includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders). **Procedures** All reported incidents will be taken seriously and investigated involving all parties. E.g. -interviewing all parties -informing parents of all parties -a range of responses appropriate to the situation:-solution focused, restorative approach, ELSA input, Mrs Draycott sessions, individual work with target and perpetrator, referral to outside agencies eg SYPS if appropriate. -referral to 'Behaviour Policy' and school sanctions and how these may be applied including what actions may be taken if the bullying persists. -follow up, especially keeping in touch with the person who reported the situation, parents/carers. -support for the target and the bully. *Where parents/carers feel the situation has not been resolved or dealt with satisfactorily, the school's 'Complaints Policy' will be implemented. **Recording Bullying and Evaluating the Policy** Incidents, which occur inside or outside of school, will be recorded by the member of staff who dealt with the matter. This information will be recorded on CPOMS.. The information we hold will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy. This information will be presented to the governors in an anonymous format as part of termly reports. The policy will be reviewed and updated annually. **Strategies for Preventing Bullying**

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-implementing the policy and monitoring and assessing its effectiveness in practice

-ensuring evaluation takes place and that this informs policy review

-managing bullying incidents

-managing the reporting and recording of bullying incidents

-assessing and co-ordinating training and support for staff and parents/carers where appropriate

-co-ordinating strategies for preventing bullying behaviour.

*The nominated governor with the responsibility for anti-bullying is Mrs. L. Jones.

-excluding people from groups

Although bullying can occur between individuals, it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Why are children and young people bullied?

Specific types of bullying include:

-bullying related to race, religion or culture

-bullying related to SEND

-bullying related to appearance or health

-bullying relating to sexual orientation

-bullying of young carers or looked after children or otherwise related to home circumstances

-sexist or sexual bullying

All forms of bullying should be taken equally seriously and dealt with appropriately.

Bullying can take place between:

-young people

-young people and staff

-staff

-individuals or groups

Certain groups or pupils are known to be particularly vulnerable to bullying by others: these may include pupils with SEND; young carers, LAC, those from ethnic and racial minority groups and those young people who may be perceived as lesbian, gay, bi-sexual, transgender or questioning their gender.

As part of our on-going commitment to the safety and welfare of our pupils, we have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

-Restorative Approaches

-Group Work

-Involvement with RoSIS Anti-Bullying work

-Participation in Anti-Bullying award

-PSHE/Citizenship curriculum

-Specific curriculum inputs on areas of concern such as cyber-bullying and e-safety

-Playground Buddies

-Parent Information events/workshops

-Staff training

-Counselling and/or mediation schemes (in-school child counsellor).

Links with Other Policies

-Behaviour Policy	-Equalities Policy
-Safeguarding Policy	-Complaints Policy
-Acceptable Use Policy	-Confidentiality Policy