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# **Bullers Wood School for Boys**

## **Anti- Bullying Policy**



*To be reviewed July 2019*

## **Ethos and Values**

Bullers Wood School for Boys is a school where every boy is able to enjoy and achieve success in a supportive and safe environment.

## **Introduction**

The school aims to create a community where each individual is valued and respected, regardless of their background, gender, ethnicity or sexual orientation. It is important therefore to create a safe environment in which boys can grow in confidence and reach their full potential, free from intimidation or fear. The school's code of conduct and Behaviour Policy offer a robust framework for considerate behaviour in all aspects of school life and these are intended to provide a foundation for a happy and positive school in which learning will thrive.

Discussions on bullying take place within the school curriculum providing the opportunity for boys to share views and ideas on behavioural issues. It is always emphasised that bullying is an unacceptable form of behaviour which will not be tolerated in the school community

## **Aims of this Policy**

- All governors, teachers and support staff, boys and their parents should have an understanding of what bullying is.
- All governors, teachers and support staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All boys 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. Boys and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated by or towards any member of the school community.

## **What is Bullying?**

Bullying is when an individual or a group of people intentionally make someone upset or hurt their feelings through unwanted and persistent physical or verbal abuse in person or online, and/or disrupt their lives on more than one occasion. Forms of bullying include verbal, social, physical, emotional/psychological, racist, homophobic, sexual, cyber bullying. These terms are defined below:

- Physical - hitting, kicking, taking or hiding belongings.
- Verbal - name calling including racist remarks, insulting, laughing at or ridiculing someone.
- Emotional –belittling, ignoring or excluding someone, spreading rumours, giving looks.
- Cyber - misusing technology or online devices to hurt or humiliate another person

Bullying in some form or another occurs in all schools. There are many definitions, but most have these three things in common:

1. It is repeated aggression or intimidation
2. It causes embarrassment, pain or discomfort and undermines confidence and self-esteem.
3. It involves an imbalance of power

There may sometimes be a misunderstanding of the meaning of the term 'bullying': one-off incidents, for example. Whilst they may be very serious and must always be dealt with, they would not normally fall within the definition of 'bullying'.

The school works hard to ensure that all boys know the difference between bullying and simply "falling out". Friendship fallouts occur at times and occasionally there will be conflict between boys.

Bullying is repeated and occurs where there is an imbalance of power.

### **Who has Responsibility?**

- Whole school community
- Link Governor for Anti-Bullying will review bullying records termly
- Leadership team will review bullying log policy and actions regularly
- Teaching and support staff will deal effectively with any bullying incidents they are aware of or made aware of
- Boys will tell an adult if they see or hear any bullying actions towards any member of the school community
- Parents will support boys by ensuring that they communicate any concerns that they have as soon as possible

### **Prevention of Bullying**

#### **Boys:**

Bullying is discussed at an early stage with tutors and during assemblies. Through the personal development programme, boys are encouraged to inform staff if bullying is taking place. It is also discussed at the School Council as appropriate.

#### **Staff:**

Staff will deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

Teaching and support staff are encouraged to look out for and report to tutors possible signs of bullying, for example distress in boys, deterioration of work, feigning illness, isolation and erratic attendance. The tutor may refer the matter to the appropriate Head of Year, who in turn, may consult the Leadership team.

Staff will discuss bullying with all tutor groups so that every boy learns about the damage it does both to the individuals who have been bullied and to the bullies. They will also explain to boys the importance of telling a teacher about bullying when it happens.

### **Internal Provision**

Boys can use the 'Speak Out' button on the Boys' VLE to raise concerns online. Any reported incident of bullying is recorded on SIMS and will be followed up after it has initially been resolved to ensure that the situation has been permanently resolved. The Anti-Bullying policy is available on the school website. Staff are provided with advice and regular training in how to recognise and deal with bullying at Bullers Wood School for Boys. Boys with a special educational need and/or disability who are concerned about bullying can seek support from the SENCO in addition to their tutor or Head of Year.

### **Outside Agencies**

Bullers Wood School for Boys seeks best practice from other agencies to support its work on promoting equality and celebrating diversity.

This policy works in partnership with the school's Behaviour and E-Safety policies regarding mobile phones and acceptable technology usage. In addition, this policy interacts with Bullers Wood School for Boy's policy on Equal Opportunities and is regularly monitored as to whether any group is disproportionately victimised and acts accordingly.

Bullying online can be reported using the Speak out facility and where possible a screen shot or print out should be taken if it is thought that the bullying is by another boy.

#### **Parents:**

Parents should contact the appropriate Form Tutor and/or Head of Year if they have any concerns and staff will pursue these in full.

Parents should advise their children not to retaliate violently to any forms of bullying. A supportive approach between parents and school is seen to be very important in achieving the best outcomes for boys

## **Recording and Reporting**

### **Who can Boys Tell?**

Tutors, any teacher, Heads of Year, Safeguarding Officers, parents, speak out online tool.

Staff should report bullying either to the Head of Year or member of the Leadership Group linked to that specific year group. Any incidents should be recorded onto SIMS Behaviour Management system for all parties involved, clearly indicating alleged victim and perpetrator. Any Bullying Report forms completed should be attached as link documents to the boy's SIMS file, as well as copied to the boy's paper file. When a boy does report bullying, the possible paths to resolution will be explored with them before action is taken. Action will not be taken by staff without prior discussion with the victim.

## **Procedures for Dealing with Bullying**

- The victim will complete a Bullying Report form prior to verbal interview and investigation
- The victim and perpetrator will be interviewed and the seriousness of the incident assessed.
- The parents of the victim and perpetrator will be informed.
- The Head of Year will determine whether to initiate the proceedings in line with the School's Behaviour Policy.

Racial bullying must be reported directly to the Leadership Link for the appropriate year group and recorded as a Race-Related Incident in the Equalities Log.

Procedures for staff who are informed of an incident or ongoing bullying problems:

1. Offer the victim support by listening carefully and sympathetically treating every incident as potentially serious and obtaining a written account of the situation. This can be recorded on the Bullying Report Form (see appendix). This should then be referred to the relevant Form Tutor or Head of Year for investigation as appropriate.
2. The Head of Year or Form Tutor will talk to the victim initially, and then the person(s) accused of bullying separately and obtain their versions of events verbally and in writing.
3. The Head of Year or Form Tutor will talk to any other boys involved and similarly obtain a written account.
4. The Head of Year will review the incident when all accounts are collected and inform Leadership link for appropriate year group. Depending on the severity of the bullying, the Head of Year or Leadership link will bring parties together to discuss the situation and the interpretation of incident. It will be made clear to all that bullying is unacceptable. It will be emphasised that the expectation is that this will be the end of the incident and should there be any further repercussions from either side that staff must be informed immediately.
5. Appropriate sanctions will be decided by the Head of Year in line with the School's Behaviour Policy and these may include restorative conversations with the victim. In the most serious of incidents, sanctions may include time in inclusion or exclusion from school.
6. Incidents to be recorded directly onto SIMS Behaviour Management log and inform Form Tutor. If an incident is race-related a separate note will be recorded in Equalities Log.
7. The Head of Year will inform both sets of parents by telephone and letter/email and enlist their support in reinforcing the advice given to boys.

8. Monitoring of the situation will be maintained by staff involved with a regular review, the date(s) of which should be clearly established. This should be recorded directly into SIMS Management.
9. The appropriate member of the Leadership Team should be informed and/or involved by the Head of Year.
10. If it is apparent that a victim or bully needs further support or guidance they may be referred to an appropriate agency.

### **Monitoring and Reviewing**

The logging of incidents involving bullying is completed by Heads of Year and monitored on a daily basis for serious incidents, weekly for individual incidents and half termly by Heads of Year and Leadership link looking for patterns across year groups and whole school. Following regular review of the bullying incidents, if any patterns are identified which require specific learning within the school community then targeted work is done. For example, regarding inappropriate language this may be built in to a Personal Development session or an assembly. The termly monitoring is reviewed by a governor and leadership team member with responsibility for Behaviour. Incidents are followed up and monitored in the month after the incident. The policy is reviewed before its review cycle if this is deemed necessary. The policy and procedures are reviewed every 3 years.

### **Parental Involvement**

The parents of the perpetrator(s) and the parents of the victim will be informed of any incident and the action that has taken place. Parents are reminded that they or their children must tell the school if there is an issue with bullying. Keeping information from the school will never help a problem to be solved and may prolong the period a target has to suffer. Parents can inform the school via their child's tutor in the first instance, if they feel the situation has not been resolved they should contact the Head of Year or failing that the Assistant Headteacher responsible for the appropriate year group. This contact can be via email, telephone, or appointment.

### **Support**

Victims of bullying will be monitored closely by Heads of Year after an incident has been dealt with and offered counselling if required. The boy's tutor will monitor matters to try to ensure that the boy does not suffer further abuse. It is vital that the boy tells someone if the bullying continues. A buddy system can be offered using boy volunteers to buddy and befriend any boys who are being bullied or are having other difficulties. These buddies may be within their peer group or with older boys depending on need (use of 6 form boys in Year 1 of opening).

Perpetrators of bullying will also be monitored closely by Heads of Year and Tutors to ensure that repeated incidents do not occur. If appropriate, the perpetrator may be offered behaviour mentoring, counselling or peer support.

Training and support for teaching and support staff in dealing with bullying will be offered as necessary to ensure that all staff feel confident in challenging and addressing bullying in school.

## Bullers Wood School for Boys Bullying Report Form

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Form: \_\_\_\_\_

*We take any incidents of bullying very seriously. To enable us to find the best way of supporting you, it is helpful if you are able to answer as many of the questions as possible. **Thank you.***

1. Names of perpetrator (s) (or, if you don't know their names, a description).
2. When and where it takes place.
3. What happens? What is being said or done?
4. When did it start? How long has it been going on for?
5. How often does it occur?
6. Are there any witnesses or other people who could help?
7. Who (if anyone) have you told so far?

8. What (if anything) have you done about it so far?

9. Have you got any ideas about what you would like to be done about it or what help you would like to receive?