



Eskdale School

A place of belonging, a place of inspiration

Anti Bullying Policy

Eskdale School aims:

To develop as a vibrant, dynamic community committed to the principles of "Every Child Matters" so that all of our students

- are safe and healthy
- enjoy and achieve
- make a positive contribution
- experience success so that they are equipped to make their way in the world of work.

Document Status

Date of Policy Adoption by Governing Body: October 2006

Reviewed

June 2018

Next Review

June 2021

Signed (Chair of Governors)

A handwritten signature in blue ink, which appears to read "G. Teakley".

Rationale

Many people are the victims of bullying at some stage in their school life and many people, for various reasons, have periods in their lives when they are the bullies.

Bullying is a major cause of low self-esteem, unhappiness and unwillingness to come to school.

We need to help and support both sides of the problem.

Aims

1. To develop a school ethos that emphasises mutual respect and the valuing of every individual within the school.
2. To provide the school community with a consistent framework with which to deal fairly with incidents of bullying.
3. To give all members of the community strategies to protect themselves and to help them to increase their feelings of self-worth.
4. To set up appropriate channels of liaison with parents and to ensure that they are fully aware of the school's Anti-Bullying Policy and of their place within it.
5. To include Anti-Bullying in the Behaviour Policy.

What is Bullying?

Bullying is any action intended to hurt another person, either physically, mentally or emotionally, so that the person feels diminished. Bullying behaviour includes:

- Physical violence
- Threats
- Name-calling
- Ridicule
- Vandalism
- The invasion of privacy
- Teasing
- Ostracism (being ignored or left out)
- Any offence or discriminatory behaviour attached to race, gender, sexual orientation or physical attributes.

School Guidelines

1. The school must aim to be seen as a 'Bullying Free Zone' by the children, the staff, the parents and by the community at large. Any arguments that are external to the school will be left outside the school gates!
2. Every school member needs to understand that they are protected, that there are people who can help and that it is 'OK to ask for help'.

3. Every student needs to know who to contact if they are bullied:
 - Any member of staff
 - The Tutor
 - Head of Year
 - Assistant Head (Mr Bloor)
 - Behaviour and attendance lead (Miss Clancy)
 - The Headteacher
 - Parents
 - E-mail: ecm@eskdale.n-yorks.sch.uk

4. The importance of non-violent and non-discriminatory behaviour will be emphasised in:-
 - Assemblies
 - PHSCE and other subjects
 - Tutor time
 - Anti Bullying week (November)

5. Non-violent and non-discriminatory behaviour will be modelled by all teachers and other staff.

Responses of Staff

Everyone in the school should be aware of the indications of potential bullying and should act in response to these.

All staff should ensure that bullying or threatening behaviour is not tolerated in school.

All staff should respond to bullying in the first instance by:

- Listening to the victim
- Reassuring the victim
- Continuing to offer help, advice and support to the victim

In responding to incident of bullying all staff should take action when bullying is reported by:

- Taking action as quickly as possible
- Considering whether action should be public or private
- Making it clear to the bully that such behaviour is not acceptable
- Establishing whether or not the incident is part of a pattern
- Encouraging the bully to see the victims point of view
- Explaining why a punishment (if any) is given
- Sharing information with other members of staff and in particular Form Tutors and Learning Managers, informing parents if appropriate
- Students involved in bullying or threatening behaviour, either as a victim or bully are supported in order to overcome their problems, intervention acknowledges the distress of bullied children and gives reassurance that they are not to blame. All incidents are treated seriously by listening to and reassuring the victim.
- Counselling takes into account the type of pupil e.g. timidity

- Willingness to take action is shown and action is taken when bullying is reported
- Liaison with associated primary schools identifies potential bullies and highlights school policy on bullying to all concerned
- A safe area is made available by pastoral staff for pupils who are concerned about possible bullying
- Duty staff monitor behaviour at the start and end of school, at breaks and lunch
- New students are made aware of the school's anti-bullying strategies as appropriate

Support for Staff

- All new members of staff are made aware of the school's anti-bullying policy
- Leadership are involved in effecting anti-bullying strategies
- The student/staff relationship is not an equal one: there are clear boundaries which are crossed sometimes. If a member of staff feels a student's inappropriate behaviour is bullying towards a member of staff they must challenge behaviour and/or refer the issue on to the Learning Manager
- If a member of staff feels bullied by another member of staff this must be challenged

Support for Parents

- Parents of incoming Y7 students are informed of school policy and procedures at the Year 6 Parents' Evenings
- Watch out for signs of distress in own children (pattern headaches, stomach and leg aches etc, equipment missing, requests for extra money, damaged clothing, bruising)
- Take an active interest in your child's social life: discuss friendships, school day, dinner times, journey to and from school
- Keep a written record if the bullying persists
- Discuss the problems with your child; assure the child that there is nothing wrong with him/her, advise him/her to tell an adult; identify the places where bullying takes place and work out a way to avoid them; advise him/her not to buy the bully off with sweets etc, support the plan of action with your child and the appropriate teacher
- Further suggestions of support in dealing with bullying are available from school
- Policy is available on school web site

Responsibility

A specific responsibility for anti bullying should be allocated by the Head Teacher to a member of the Leadership Team. At present, Miss Clancy is responsible.

Cyber-bullying

This can be defined as the use of ICT, particularly mobile phones and the internet to upset someone else. It differs from other bullying:

- Invasion of home and personal space
- The difficulty in controlling electronically circulated messages
- The size of the audience
- Perceived anonymity

Keep cyber-bullying a live issue across the school.

Advice for victims:

- Don't retaliate or reply
- Try blocking or removing people from 'buddy lists'

- Think carefully about private information in the public domain

The person responsible for cyber-bullying should have sanctions applied.

Homophobic bullying

This occurs when bullying is motivated by prejudice against lesbian, gay or bi-sexual people.

Schools have a legal duty to ensure homophobic bullying is dealt with in schools.

Homophobic bullying includes:

- Verbal abuse – ‘gay boy’
- Physical abuse – hitting, punching, kicking
- Cyber-bullying

Staff responses should be in line with Ofsted guidelines, ‘swift, proportionate, discreet, influential and effective’.

Responding to homophobic language

Casual homophobic language is common in schools but, if it is not challenged, pupils may think that homophobic bullying is acceptable. It is therefore important to challenge homophobic language when it occurs:

- Ensure that pupils know that homophobic language will not be tolerated in schools. Make sure it is included in policies and procedures.
- When an incident occurs, pupils should be informed that homophobic language is offensive, and will not be tolerated.
- If a pupil continues to make homophobic remarks, explain in detail the effects that homophobic bullying has on people.
- If a pupil makes persistent remarks, they should be removed from the classroom and teachers and staff should talk to him or her in more detail about why their comments are unacceptable.
- If the problem persists, involve senior managers. The pupil should be made to understand the sanctions that will apply if they continue to use homophobic language.
- Consider inviting the parents/carers to school to discuss the attitudes of the pupil.

Responding to physical bullying

Physical abuse indicates a student might be at risk. Homophobic violence can be a crime. Police can be involved. In particularly severe circumstances the school should consider permanent exclusion.

Responding to incidents of racist bullying

In providing support, schools are advised to accept the pupil’s account of the incident and confirm that it was right for the pupil to approach and inform school staff. Schools should avoid making light of the incident. They should ask what action the pupil would like to take place: whether the pupil would like other pupils to help solve the situation that has arisen and whether they would like their parents to be informed and involved. School should stress that the pupil was not himself the cause of the bullying.

We have a rounded approach to challenging those responsible for racist bullying, which does not rely solely on rebuke and disciplinary sanctions (on the one hand) and reasoning and explanation (on the other). Those responsible need to be clear that what they have done is wrong, within the framework of the school's behaviour policy and the sanctions for bullying that are part of that policy. But they also need to be helped to understand their own behaviour and to change it.

Raising Awareness of Anti Bullying

- All strategies outlined above have the consequence of raising the awareness of the unacceptable nature of bullying in and around the school.
- Care is taken to maintain a high profile for anti bullying measures in order to remain vigilant.
- Bullying is periodically addressed at assemblies to highlight school policy and procedures.

Monitoring and Evaluation

- Anti bullying measures are regular items on the Pastoral Team agendas to discuss the nature, frequency and suitability of action taken in response to reported incidents of bullying.
- Bullying is discussed regularly at school council meetings.
- Bullying incidents and actions taken are recorded by staff as a matter of course.
- Incidents are logged by staff electronically and referred to Head of Year to investigate. Action will then be determined and details of the outcome logged electronically.