



# Anti-Bullying Policy

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Reviewed By	Date	Signature
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## Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell any member of staff and know that incidents will be dealt with promptly and effectively. We are a 'speak out school' and this means that *anyone* who knows that bullying is happening is expected to tell the staff.

## What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (e.g., hiding books, threatening gestures)
- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focusing on the issue of sexuality
- **Verbal** persistent name-calling, sarcasm, spreading rumors, teasing
- **Cyber** all areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology , i.e. camera & video facilities

Bullying is not:

It is important to understand what bullying is not. Often, falling out with friendship groups, name calling or trick/joke playing, is not bullying. We use the term **STOP** to understand when the line is crossed because these incidents **Several Times On Purpose**, would be classified as bullying.

## Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

## Objectives of this Policy

- All teaching and non-teaching staff, students and parents/carers should have an understanding of what bullying is.
- All teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying extremely seriously. Students and parents/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated in any circumstances.

## Signs and Symptoms

A young person may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to go on the school / use public transport
- Demands to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Demonstrates a rapid decline in schoolwork
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money
- Has monies continually "lost"
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

## **Procedures**

- Report bullying incidents to staff
- The incidents will be recorded by staff (using Alpha Incident Form/Arbor/MyConcern if Safeguarding issue)
- In serious cases parents/carers will be informed and will be asked to come in for a meeting to discuss the issue
- If necessary and appropriate, Police/other agencies will be consulted
- The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour

## **Outcomes**

If proven, the perpetrator will be dealt with, in line with the Alpha Behaviour Policy.

Other consequences may take place including,

- Formal apology or mediation
- In serious cases, exclusion will be considered
- If possible, the students will be reconciled, and the situation resolved
- After the incident / incidents have been investigated and resolved, each case will be monitored to ensure there is no future recurrences.

## Appendix 1

### School code of conduct

Pupils will be expected to follow the school ***Code of Conduct***, which requires pupils to,

- Conduct themselves around the school premises in a safe, sensible and respectful manner.
- Arrive to lessons on time and ready to learn.
- Co-operate at all times with staff.
- Be polite and respectful to all.
- Show respect for the opinions/beliefs of others.
- Maintain the classroom '*Gold Standard*'.
- Show respect for the school environment.

### Anti-Bullying Charter

HONESTY: we will always be honest, tell the truth and celebrate each other's achievements.

SAFETY: we will be safe inside and outside of the Centre where there will be no bullying.

RESPECT: We will always listen to what others have to say.

RESPONSIBILITY: We will be responsible for our actions.

COOPERATION: We will motivate each other and work together.

The charter will be displayed prominently in each classroom and will be delivered in PHSE on an annual basis as a minimum with students required to sign up to this, this will be displayed for all to see.

## Appendix 2

### Students

#### **How to get help if your being bullied or feeling unhappy at school**

##### **Who to tell?**

- Parents
- Any staff member
- Friends who will speak on your behalf
- Student Support
- Head of Centre -Nadine Wedgwood

##### **How to tell?**

- Direct approach to the teacher at an appropriate time, e.g. after lessons, in breaktimes, before or after school, hand a note in with the homework.
- Make a phone call to the school or to a trusted teacher in the school.
- Email the school
- Get a parent or friend to speak to staff on your behalf
- Parents can inform the school.
- Witnesses can inform a staff member.

We will keep records of all incidents of bullying and action taken to resolve them.

## Appendix 3

### Parents - what is Bullying and what we will do if you have any concerns

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#### How to report Bullying

Please feel free to call the school at any time and speak to any staff, Nadine Wedgwood is the Head of Centre our telephone number is **01782 212807** and reception is open between 9 and 4 Monday to Thursday, 9 to 3 on Friday.

Alternative methods to report bullying are to contact school are to call 01782 212807 to arrange a meeting in person or to email [nadine@alphalearningstaffordshire.co.uk](mailto:nadine@alphalearningstaffordshire.co.uk), please note that a phone call is best of immediate response is required as we can not guarantee an immediate response to email.

#### What happens next?

- The incident will be recorded using our internal forms
- We will review and discuss with relevant people
- Referrals will be made to outside agencies such as police (if the matter requires this)

- We will endeavor to stop the bullying inline with the Alpha Learning Behaviour Policy
- We will offer any support required to the student involved.