**Churchdown School Academy**

ACHIEVING SUCCESS FOR ALL

# Anti-Bullying and Hate Policy

## Definition

### Bullying

Bullying is contrary to the values held at Churchdown School Academy (CSA) and should not be tolerated in any form. Every member of the Churchdown community has the right to stay and feel safe and bullying prevents this. Bullying is the intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying behaviour is deliberate, repetitive and/or persistent.

Bullying can be either actions taken by one person against another or by a group against another person or persons. These actions may take place face to face or via social media (cyberbullying). Bullying can take place at any time in or out of school. It can be physical, verbal, mental or prejudice based. It is harmful to all those involved and can affect not only young people, but also adults who can be subjected to threatening or intimidating behaviour. It is unacceptable in whatever form it takes and will be assertively challenged at CSA.

We recognise that there will be occasions when bullying incidents will fall within child protection procedures or may be deemed criminal activity and that it may be necessary to report the concerns to the Front Door or to the Police.

### Vulnerable Groups

It is recognised that certain groups of pupils within the school community, could be more vulnerable to bullying than others and staff should be vigilant regarding this in their dealings with pupils. Such groups are likely to include: LGBT+ students, Children in Care (CiC), Gypsy, Roma and Traveller children, students from a religion, race or culture (including alternative sub-cultures) that is a minority within the school context, students with disabilities and students with Special Educational Needs, or mental ill-health.

### Types of Bullying may include

- Name calling/taunting/mocking
- Pushing/shoving/hitting/kicking/biting

Anti-Bullying and Hate Policy. Reviewed September 2020.

Page 1

- Spreading malicious gossip or rumours
- Harassment (including following people and displaying intimidating body language)
- Writing insulting graffiti about another person on property, furniture or buildings
- Exclusion from social groups
- Verbal pressure to conform
- Using personal knowledge of another person to provoke a reaction
- Making unpleasant comments about another person's family or friends
- Taking belongings/defacing the property of others
- Extortion
- Intimidation
- Incitement
- Homophobic
- Cyberbullying (see below)
- Sexting

## Cyberbullying

This is an aggressive, intentional act carried out by a group or an individual involving the sending or posting of harmful or cruel text or images using the internet or other digital communication devices against a person who cannot easily defend him/herself. Cyberbullying has been defined by the Anti-Bullying Association as taking the following forms:

- Text messages: unwelcome texts that are threatening or cause discomfort.
- Pictures or video clips taken using camera phones or digital cameras and sent to others via phone or over the internet to make the victim feel threatened or embarrassed.
- Mobile phone calls which are silent or contain abusive messages or statements. This could also take the form of stealing another person's phone and using it to harass others to make them believe the victim is responsible.
- Threatening e-mails often sent using a false name or somebody else's name.
- Chatroom bullying: menacing or upsetting responses to another person in a web-based chatroom.
- Instant messaging (i.e. MSN): unpleasant messages sent as children conduct real time conversations online.
- Bullying via websites: use of defamatory blogs, personal websites, community-based websites (Facebook, Snapchat, Instagram, Twitter, Messenger and WhatsApp).

Online and prejudice-based bullying will be addressed in the same way as any other form of bullying but may also lead to the involvement of external agencies.

## Roles and responsibilities

Mr J O'Connell (Senior Deputy Headteacher) is the named member of the Leadership Team responsible for co-ordinating anti-bullying work at Churchdown School Academy. However, every member of the school community has the responsibility to treat bullying seriously.

Anti-Bullying and Hate Policy.  Reviewed September 2020.

Page 2

**Governors**

- Bullying and anti-bullying work should be included on the Governor's agenda and discussed at least once a year (need to plan when this will happen and information to be presented)
- A Governor will work with the named member of staff responsible for anti-bullying work
- Will have an overview of all aspects of anti-bullying work across the school

**Named Members of Staff (Ms Hilton and Mr J O'Connell)**

- Will provide training for all staff on strategies to deal with issues of bullying.
- Will liaise with the named governor and members of teaching staff to develop anti-bullying work as and when appropriate.
- Has overall responsibility for ensuring that parents and students are aware of anti-bullying procedures.
- Will ensure that appropriate staff will attend relevant training in specific and up to date strategies.
- Will provide annual report for governors on issues and developments relating to bullying both locally and nationally.
- Will liaise with ICT department to ensure e-safety within our school in conjunction with the Designated Safeguarding Lead (DSL).

**LT**

- Will discuss anti-bullying work at least once a year, in advance of the report to Governors.
- Will ensure that the named members of staff is supported in co-ordinating anti-bullying work across the school.

**Teaching and Support Staff**

- Staff should always listen to and deal with any bullying that they become aware of using the range of procedures outlined below, whilst using their professional judgement about the best course of action in each individual case. They should use the resources available on the school intranet as and when appropriate.
- Once an incident of bullying is reported, staff should aim to initiate an investigation within a 24-hour period.
- Staff have a responsibility to pass on details of bullying incidents to Heads of Year, a member of LT or any other member of staff as appropriate.
- The Head of Year will normally liaise with Parents over incidents of bullying.  Staff have a responsibility to teach about bullying, its effects and strategies for dealing with it via the PSHCEE and ICT curriculum.
- All staff should reinforce our expectations of students in helping us prevent bullying arising or escalating.

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**Students**

- Victims of bullying should always report bullying to a member of staff or someone else who will report it for them and to their parents.
- Students should always report any bullying that they know about or have witnessed to a member of staff.
- Students should encourage the victim to tell someone.
- Students should show their disapproval of bullying and tell the bully to stop if it is safe to do so.
- Students, supported by a member of staff, may form a friendship group for the person being bullied to make sure they are not isolated if appropriate.

**Parents**

- Parents have a responsibility to report any incidents of concern and to work co-operatively and supportively with the school to resolve issues between students accepting the use of both punitive and preventative measures against bullying to achieve a long-term solution to the problem.
- Parents of students who are bullied on the way into or on the way home from school should either refer the matter to the school and / **or** to the local police.
- Parents should understand that the school may pass on information obtained concerning bullying or violent situations to the police if requested but that it is the victim that must make any report to the police.
- In the case of electronic 'Cyberbullying' parents are encouraged to keep copies of any text from a computer or phone texts and inform the Police.  They should also inform the school so that any continuation of the situation within school can be dealt with effectively.

**Procedures**

Procedures for dealing with issues of bullying and conflict at CSA are outlined below. Our procedures combine preventative and punitive approaches. Staff are expected to use their professional judgement in deciding on the best action for each case individually.

**Prevention of Bullying**

The school attaches a lot of importance to being pro-active in dealing with any bullying issues and the following procedures are in place with this in mind:

- Training of staff and raising awareness by including 'anti- bullying' in staff induction procedures   and CPD sessions.
- Inclusion at several different stages of the PSHCEE syllabus.
- Assemblies focussing on the issue of types of bullying.

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- Focussed input during 'Anti-bullying Week' each November.

## Work within the curriculum and during the annual National Anti-Bullying Week

Staff will raise awareness of bullying and strategies to prevent it during anti-bullying week, through the Tutorial system and in PSHCEE. Work is also done on relationships across the curriculum through ICT lessons and during the annual National Anti-Bullying Week.

## Work with the local police

For certain complaints about bullying, the local police will be informed and/or involved in the process. This collaborative work enables CSA to deal effectively with issues within school which have arisen due to matters outside. Our work with the police is an integral part of our extended school service and this policy has been fully endorsed by our community liaison officer.

## Communication

Communication about anti-bullying work occurs through the following:
- The school newsletter
- The school website
- Assemblies
- Induction Evening for Year 6 students and parents
- Information Evenings for parents
- Parents Evenings
- Staff CPD
- Pastoral briefings
- Head of Year meetings

## Related Policies

- Attendance Policy
- Behaviour Policy
- Equal Opportunities policy
- Keeping Children Safe in Education guidelines
- Safeguarding Policy

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The policy is reviewed annually and is compiled in consultation with staff, students, parents and governors of the school and is in line with national guidelines

John O'Connell
Deputy Headteacher
September 2020

| Date of Policy | School Year 2020 - 2021 |
|---|---|
| Date of Next Review | September 2021 |
| Staff Responsible | Ms Hilton/Mr O'Connell |
| Reference | |

Anti-Bullying and Hate Policy.  Reviewed September 2020.