

Anti-Bullying Policy

St Martins School



Date of Policy: September 2020

Last Review Date: June 2020 (Debbie Gerring, Head Teacher)

To be reviewed: Summer Term 2021

Definition of bullying.

Bullying can be defined in a number of ways.

A well-recognised definition is taken from the DfE Safe to learn document 2007 which defines bullying as: “behaviour by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally”.

At St Martins School we believe that:

Bullying is

- Deliberately hurtful (possibly aggressive).
- Repeated over a period of time.
- Difficult for victims to defend themselves against.

Bullying can be direct or indirect, bullying may be classified as

- Physical bullying – e.g. hitting, kicking, pushing and punching.
- Verbal – e.g. name calling, insulting, teasing, making offensive remarks and taunting.
- Indirect – may include spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumors etc.
- Cyber bullying - use of the internet and other ICT related medium to cause harm, threaten or embarrassment to an individual, e.g. offensive text messaging, sending degrading messages or phone or social media or sending offensive e-mails.

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, including young carers, children in need, looked after children and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying can take place between pupils, between pupils and staff or between staff; by individuals and groups, face to face, indirectly or through a variety of cyber bullying methods. It can happen in isolation or in the presence of others.

Every member of the school community is entitled to expect equality of protection from bullying as well as protection and support from school policies and procedures designed to ensure that the school remains a safe environment to teach and learn.

Aims and Objectives

The aim is to make St Martins School a place where everyone can achieve their potential and feel safe, knowing that any incident of bullying is unacceptable and will not be tolerated.

Aims.

- To communicate the principles of St Martins School's anti-bullying policy to all staff, students and parents. This will be through assemblies, PSHE lessons, pastoral time, newsletters and conversations with parents.
- To enable everyone to feel safe while at school and encourage pupils to report incidences of bullying.
- To ensure that all incidents of bullying are recorded.
- To deal effectively with bullying.
- To support and protect victims of bullying and ensure that they are listened to.
- To help and support bullies to change their attitudes as well as their behavior and understand why it needs to change.

Procedures

Students must be empowered to be able to tell an adult or a peer that they are being bullied. It is very important that this disclosure is acted upon and dealt with quickly and in an appropriate manner.

- All incidents of bullying will be recorded on a bullying incident form within the same day as the incident being reported, this must be handed to a member of the senior management team and signed and acted upon. A copy of this form must be given to the pastoral lead and recorded in the students file.
- The incident must be recorded using the school CPOMS system – this must happen the same school day as the incident being reported/discovered.
- The victim of the bullying, as well as the student reporting the incident if this is different, will always be listened to, their concerns acted upon and support put in place.
- This support may take the form of a key person to talk to, referral to the well-being team, restorative justice.
- There should be a follow up session with the student who has experienced bullying after a short period of time and then the half term following the incident to see if the bullying has restarted.

Those reported to have bullied will –

- Be interviewed by Head teacher or SLT

Witness statements may need to be taken.

- Have appropriate action taken if bullying is proved.

This should take the form of one or more of the following –

- Discussions with Head teacher/SLT or other significant adult about the incident.
- Parents of all parties will be contacted and discussions will take place related to the incident.
- Restorative Justice
- Work with the peer support/mediation group.
- Referral to the well-being team
- Intervention by appropriate outside agency.
- Exclusion or sanction applied on an individual basis at the discretion of the Head teacher.

Monitoring will be by Catherine Cheung (Behaviour Lead) and Laura Crawford (Assistant Head teacher) who will use the records to report levels of bullying annually in accordance with Derby City LA practice.

Reviewed: June 2020. Debbie Gerring, Laura Crawford and Catherine Cheung.