

Anti-bullying Policy

THE HUB SCHOOL



Transforming Lives

Policy Owner:	Head of School	
Approved by:	CSCM/Martin Green (Chair)	Date: 04/07/2018
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1. Our Values

Pupils at The School have the right to feel valued, happy and safe. We therefore operate a zero tolerance approach to bullying. This does not mean that no bullying occurs in the school. It does mean, however, that when the school is aware of bullying, all steps will be taken to:

- investigate it;
- deal with the perpetrators;
- support the victim;
- try and prevent it happening again.

It is the responsibility of everyone in the school community to implement the Anti-bullying policy to ensure all pupils feel safe in school, promote an inclusive ethos and respond effectively to any bullying incidents that do occur. All pupils will be listened to by members of staff. Concerns will be taken seriously and all allegations of bullying will be investigated.

Aims of the Policy:

- To ensure all groups of pupils feel safe and supported at school at all times;
- To ensure staff, pupils and parents/carers are acutely aware of different forms of bullying and work together proactively to try to prevent it from occurring;
- To ensure instances of bullying (see definition below) are extremely rare or non-existent;
- To ensure highly effective approaches to identifying and responding to any bullying that does occur are in place, monitored regularly, evaluated annually and further developed according to need.

2. Definition of Bullying

Definition Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

This can include:

- 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 focussing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours,
- On-line: 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

Consequently, the Governors are actively involved in reviewing and revising this policy and monitoring behaviour and preventing bullying.

The definition of Bullying as defined in the DFE "Preventing and Tackling Bullying (July 2017) is: "Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images or video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disability, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and

ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

3. Procedures for Prevention

At The Hub School we attempt to **prevent** Bullying through:

- Promoting respect for self and others in: Assemblies; Tutorial sessions; the SMSC programme; PSHCE lessons; circle time;
- Implementing the school's Inclusion Policy and Code of Conduct which set out clear expectations for behaviour within lessons and around school;
- The induction programme for pupils
- Rewarding appropriate behaviour and acts of good citizenship;
- A cross-curricular approach within all subject areas to developing pupils' self-confidence, self-esteem, empathy and their ability to understand and manage risk and keep themselves safe;
- Providing a broad extra-curricular programme to engage pupils in enjoyable and constructive activities at breaks and lunchtimes
- Providing targeted support and intervention to develop social skills of pupils with social interaction and self-esteem difficulties.

4. Responsibilities

It is the responsibility of the Senior Leadership Team and The Hub Governing Board to make sure the Anti-bullying policy is implemented effectively, reviewed (annually) and further developed.

The school's Safeguarding Governors have specific responsibility for this, working with the Executive Head, Head of School and Senior Leadership Team. It is the responsibility of all school staff to consistently implement the Anti-bullying policy within the school setting.

5. Methods of reporting bullying

Reporting Bullying:

Normally the tutor will be the first point of contact re: bullying incidents, however pupils are encouraged to report bullying to any adult employed in the school.

Pupils:

- Refer incident/issue verbally to tutor
- Refer incident/issue to any other member of staff;
- Refer incident/issue to parents and ask them to contact the school
- Refer incident/issue to a friend and ask them to contact the school

6. Investigating reported incidents of bullying

Having received a referral staff will conduct an initial investigation. This will involve:

- Speaking to the person reporting the bullying and taking a written statement;
- Speaking to the alleged victim (if this is not the person reporting the incident) and taking written statement;
- Speaking to any identified witnesses and taking written statements;
- Entering the incident and action taken onto the schools Incident Management System

Action to respond to bullying

Once the alleged bullying incident has been investigated the incident will be dealt with according to individual circumstances. The victim will ALWAYS be consulted before any action is taken. His/her parents/carers will be informed of the incident and the planned response.

Responses may include:

- Discussions between the victim and the perpetrator re. the incident, the reasons why the bullying has taken place, the impact on the victim and sanctions for this offence and any future offences.
- Meeting with the perpetrator and his/her parents/carers to discuss the incident, the reasons why the bullying has taken place, the impact on the victim and sanctions for this offence and any future offences.
- Putting in place sanctions for the perpetrator according to the Behaviour Policy.
- Other strategies to resolve the problem including:
 - Fixed-term exclusion;
 - Supervised breaks and lunchtimes for a specified period of time;
 - Moving out of particular teaching or pastoral groups;
 - PET
 - Referral to PCSOs.
- Putting in place support for the Victim e.g.:
 - Providing Self-esteem and/or social skills development sessions for the victim to reduce the likelihood of them becoming a victim again.
 - Providing access to 'safe areas' at breaks and lunchtimes to ensure s/he feels safe in school and to ensure s/he can socialise with staff supervision.
 - Providing access to the EWB team to discuss any worries/issues in confidence.
- Putting in place support for the bully to help change his/her behaviour e.g. :
 - Providing anger management and/or self-esteem development sessions to address the reasons for the bullying;
 - Providing access to the school counsellor to discuss any worries/issues in confidence which may be resulting in his/her inappropriate behaviour.
 - Referring to external agencies for advice and support re: managing the inappropriate behaviour.

Appendix 1: Incidents of Bullying or Racism

Staff Details	<i>To whom the incident was reported:</i>
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Form of Bullying	<i>Please ✓ in the appropriate box</i>					
	Physical		Homophobic		Emotional	
	Verbal		Racist		Cyber-online	
	Other					

Alleged Victim	M/F	Alleged Perpetrator	M/F
Pupil Name:		Pupil Name:	
Year Group:		Year Group	
<i>Please complete, if appropriate</i>		<i>Please complete, if appropriate</i>	
SEN		SEN	
LAC		LAC	
EAL		EAL	

Summary of the Incident	
Date of the incident:	Time of the incident:
Location of the incident:	
Frequency and Duration of the Behaviour: (Tick as appropriate)	
Once of Twice	<input type="checkbox"/> Persistent throughout 2 months <input type="checkbox"/>
Several time each week	<input type="checkbox"/> Persistent for more than a year <input type="checkbox"/>
Description:	
Action:	

Bullying, verbal, physical, on-line or indirect will not be tolerated and will always be dealt with quickly, efficiently and sensitively.

It is the responsibility of everyone in school to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Watching for a pattern

- Wanting more / less attention
- Not wanting to go to school
- Frequent minor illnesses
- Coming home with bruises or torn clothing
- Possessions disappearing
- Becoming withdrawn

What to do

- Treat the matter seriously
- Keep a diary of incidents
- Try and help your child deal with the situation
- Do not approach the bully
- Do not advise your child to fight back
- Contact the school and speak to the Class Tutor/Head of School

Additional Resources to support parents / carers

Anti-Bullying Alliance – www.anti-bullyingalliance.org.uk

NSPCC – www.nspcc.org.uk

Childline – www.childline.org.uk

Kidscape – www.kidscape.org.uk