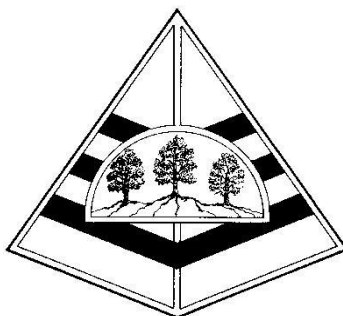


Anti-Bullying Policy

FERNDOWN MIDDLE SCHOOL



Policy to be reviewed by Governor Committee:	Community & Curriculum
Frequency:	2-yearly
Reviewed:	14/10/2015
Reviewed:	21/03/2018

This policy has been reviewed in line with the 8 principles set out in the Single Equality Policy and an initial screening Equality Impact Assessment has been carried out.

The articles of the United Nations Charter for the Rights of the Child have been considered when creating this policy.

This Policy document has been written to reflect current practices in place at Ferndown Middle School, it is implemented and endorsed as expected good practice by the Senior Leadership Team and staff and pupils. Staff are aware of their individual and collective roles in assessing and monitoring pupils progress both academic and pastoral.

Ferndown Middle School Aims

- To provide an exciting, challenging and motivating learning environment for all pupils and teachers that shows respect for the diversity of people's backgrounds.
- To set high standards of attainment and achievement for all pupils, ensuring that similar life opportunities are available to all pupils.

An exciting learning and motivating environment for all pupils

- An exciting learning and motivating environment.
- To foster the joy of learning.
- To provide a variety of techniques and strategies for teaching and learning.
- To provide resources within the classrooms to aid learning.
- To ensure that all pupils feel safe within the learning environment.
- To at all times be aware of the responsibility of teachers to promote self-esteem.
- For staff to have high expectations of all pupils.
- Pupil's and adult's behaviour is thoughtful and creates a positive learning ethos in all lessons.
- For staff to develop and foster the skills and attributes of a good learner to include; resilience, resourcefulness and motivation for learning.

Ferndown Middle School is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. At Ferndown Middle School, bullying of any kind is not tolerated. If bullying does occur, all members of the school community should understand the schools approach and are clear about the part they can play in the prevention and reporting of such incidents.

Ferndown Middle School is a **Rights Respecting School**. In the construction of this anti-bullying policy, the United Nations Convention on the Rights of a Child has been used as a reference point. Whilst many of the articles are relevant to the issue of preventing bullying in schools, the following articles are considered to be most relevant:

Article 2 ~ The convention applies to everyone, whatever their race, religion or abilities; whatever they think or say, whatever type of family they come from.

Article 3 ~ All organisations concerned with children should work towards what is best for each child.

Article 14 ~ Children have the right to think and believe what they want, as long as they are not stopping other people from enjoying their rights.

Article 29 ~ Education should encourage children to respect others, human rights and their own and other cultures. It should also help them to learn to live peacefully and respect other people.

This policy helps to ensure that all members of the Ferndown Middle School Community (pupils, parents, staff and governors) know and understand the procedures for recognising and dealing with bullying.

The Definition of Bullying

As a school community, we recognise behaviour as bullying when there is reasonable cause to suspect that a child is, or has been, hurt by an individual or a group, either physically or emotionally. This behaviour is usually as a result of differences or perceived differences between children, is undertaken with intent, and has happened on more than one occasion.

The school recognises that bullying behaviour can happen both in school and out of school. Out of school behaviour, where it directly affects the wellbeing of a member of the school community, may be dealt with through this policy. This is particularly relevant to instances of cyber-bullying.

Types of Bullying

Bullying comes in many different forms but predominantly falls into one of the following categories:

- Verbal
- Physical
- Social
- Emotional
- Extortion
- Cyber

Verbal bullying is when someone is called names, threatened or made to feel uncomfortable.

Physical bullying is when someone is hit, punched, pushed or has their personal items stolen or any other kind of physical aggressive contact.

Social bullying is when someone is left out of games, deliberately ignored, has unkind things spread about them and is made to feel like an outsider.

Emotional bullying is when someone is intimidated through teasing, shouting and mocking which affects their mental wellbeing.

Extortion is when someone demands money/goods or services through the use of threats or intimidation.

Cyber bullying is the use of all areas of technology including the internet, e-mail, chat rooms, social networking sites and mobile text messaging to cause intentional hurt or upset. It also involves the misuse of associated technology such as cameras, games consoles and videos.

Bullying is usually driven by differences or perceived differences between people and will include actions or comments that are based on race, religion, culture, sexuality (homophobia), disability, special educational needs and gender.

Procedures for dealing with bullying

In the situation where a pupil is being bullied by another pupil, the following procedure will be used.

- If bullying is suspected or reported, the adult who has been approached will pass this concern onto the child's tutor. The tutor will talk to the victim and arrange for the person doing the bullying to be seen (if a group is involved, it will be dealt with by the TLM, if it is a single person, their tutor.).
- The tutor of the bully will get them to sign a behaviour contract where they promise to stop the bullying behaviour.
- The tutor will record the incident on the schools electronic log of bullying incidents. All incidents where a behaviour contract is needed will be logged.
- An appropriate course of action, linked to the consequences below, will then be followed.
- The actions taken will be communicated to all relevant staff and parents and the **victim in the incident needs to be informed that it has been dealt with and what has happened to the bully.**
- An attempt will be made to help the bully (bullies) change their behaviour.
- The situation and relationship between the pupils will continue to be monitored in order to ensure that repeated bullying does not take place.
- Should the bullying persist the severity of the consequence will increase accordingly.

In the situation where a pupil, or parent of a pupil, feels that they are being bullied by a member of staff, the following procedure will be used.

- The pupil or parent should report their concern to either their child's TLM, the Assistant Headteacher or the Headteacher.
- Once an allegation has been received, it will be investigated by the school. The pupil will be spoken and their concerns listened to.

- The member of staff will be spoken to by a member of the school leadership team.
- Once the school has investigated any allegation, the school will inform the parent of the outcome and give them a chance to discuss the findings with a senior member of staff.
- The school will use the established staff disciplinary procedure to deal with any proven instances of bullying type behaviour by a member of staff.

Consequences

The school aims to involve parents to ensure that they are clear that the school does not tolerate bullying. Parents will be informed and maybe invited into school to attend a meeting should any of the following be necessary.

- In all cases, an entry will be made on the schools incident log outlining the nature of the incident and the pupils involved.
- The bully/bullies will be asked to genuinely apologise for their actions
- A detention will be issued and a relevant activity completed

Should the situation persist further sanctions will follow including:

- Involvement of the Headteacher/Assistant Headteacher/TLM
- Signing a behaviour contract (pupil, parents and school)
- Exclusion from certain areas of school premises
- Internal fixed term exclusion
- External fixed term exclusion
- Permanent exclusion

Should the bullying incident be deemed to have broken criminal laws the police will be informed and further action will follow.

The victim of bullying will be supported by:

- Being reassured that they have made the right choice in telling someone about the situation and that action will be taken.
- Being offered an opportunity to discuss the experience / incidents with a form tutor or a member of staff of their choice.
- If appropriate, victims of bullying will be supported by mentoring / small group work to restore self-esteem and confidence, and to help them develop coping strategies.
- Continued monitoring of the situation by staff.

The pupil who has bullied will be helped by:

The following are reasons identified through research with young people to explain why a person may exhibit bullying behaviour. The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

These will be taken into consideration when dealing with a pupil who is exhibiting bullying type behaviour. To support these pupils, one or more of the following strategies will be used.

- Being given an opportunity to discuss what has happened.
- Discussing why the pupil has become involved in a bullying situation.
- Establishing wrong doing and the need for change in attitude and behaviour.
- Working through some tasks that will help them reflect upon and examine the consequences of their actions (appropriate to their age and type of bullying).
- Engaging in mentoring or behaviour support activities.

Prevention of Bullying:

- Being a level 2 Rights Respecting School, the whole school community is aware of the articles of the United Nations Convention of the Rights of the Child. As such the behaviour policy, including rewards and sanctions are underpinned by the principles of this document.
- The language of rights, respect and responsibilities are used throughout the school within every conversation and interaction.
- Within the curriculum, the school will raise the awareness of the natures of bullying through PSHCE lessons, tutor time activities, assemblies and in subject areas, as appropriate, in an attempt to eradicate such behaviour.
- Through these activities, the importance of everyone taking a stand against bullying is to be highlighted. Those who are bystanders in bullying situations are encouraged to take action and speak out against the bully to a member of staff.

- The school aims to build the self-confidence and esteem of all pupils. This will encourage them to develop strategies to manage potential bullying situations with non-aggressive assertiveness and appropriate confidence.
- All pupils are made aware of the anti-bullying policy.
- The School Council Representatives are involved in the drafting and re-drafting process of the anti-bullying policy.

There are a number of signs and symptoms that a person may display to indicate that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

- Is frightened of walking to or from school or changes route
- Doesn't want to go on the school / public bus
- Begs 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
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self-harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber-message is received
- Gives improbable excuses for their behaviour.

Notes

- This policy has been created with input from pupils, parents, staff and governors.
- It has also been written to reflect the guidance on Anti-Bullying Policies provided by the Anti-Bullying Alliance.
- This policy had been reviewed in line with the single equality seven strands: race/ethnicity, gender, religion/faith/belief, sexual orientation, transgender, age and rural isolation/exclusion/deprivation.

Other school documents that relate to this policy

- eSafety Policy
- Behaviour Policy
- FMS PSHCE Policy
- General Complaints Procedure

Support Agencies and Sources of Information

- **Anti-bullying Alliance** - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues. www.anti-bullyingalliance.org.uk
- **Bullies Out** ~ Working with the bullied, bullies and bystanders. www.bulliesout.com
- **StopThinkDorset** ~ This is a website created by the Dorset Safe Schools Police Team and covers all areas of on-line safety, including a section on bullying. There are different parts of the website for parents and pupils. www.stopthinkdorset.co.uk/index.html
- **Kidscape** ~ www.kidscape.org.uk 02077303300
- **Childline** – advice and stories from children who have survived bullying 08000 1111
- **Bullying on line** ~ www.bullying.co.uk
- **Parentline Plus** ~ advice and links for parents www.parentlineplus.org.uk 08088002222
- **Parents Against Bullying** ~ 01928 576152
- **Stonewall** - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. www.stonewall.org.uk.
- **Cyberbullying.org** - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org
- **Chatdanger** - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting www.chatdanger.com
- **Think U Know** - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools www.thinkuknow.co.uk
- **Know IT All for Parents** – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement www.childnet-int.org/kia/parents