

THE GATEWAY FEDERATION ANTI-BULLYING/BEHAVIOUR POLICY

BACKGROUND

The Gateway Federation is a small federation of two small rural primary schools in North Devon, near Barnstaple. The two schools are Bratton Fleming Community Primary School with 120 on roll and Holywell Primary School with 83 on roll, the federation have a few children with Special Educational Needs and EAL . There is a wide social mix, cultural mix, and very varied family backgrounds. Both schools cover a rural residential area and also has young people who travel in from local outlying villages. The Federation works closely with the small schools group and the Barnstaple Learning Community to ensure standards are high in all aspects across the federation.

POLICY FORMATION AND CONSULTATION PROCESS

A working party of governors and staff met in July 2012 to discuss amendments needed to update and extend the policy statement, taking into account information in parents and children's questionnaires and the Bullying record book recorded by staff located in the school offices. The policy was introduced to the staff at a staff meeting in September 2012. The policy was adopted by the full governing body in December 2012.

LEGAL REQUIREMENTS

There are a number of statutory obligations on schools with regard to behaviour which establish clear responsibilities to respond to bullying.

The Education and Inspections Act 2006

In particular section 89 of the Education and Inspections Act 2006:

- Provides that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents;

- Gives head-teachers the ability to discipline pupils for poor behaviour that occurs even when the pupil is not on school premises or under the lawful control of school staff.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and

- Foster good relations between people who share a protected characteristic and people who do not share it.

Schools are required to comply with the new Equality Duty.

Safeguarding children and young people

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'.

Criminal law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

DEFINITION OF BULLYING

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 or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. (DfE, 'Preventing and Tackling Bullying' 2012)

AIMS AND OBJECTIVES OF THE SCHOOL ANTI-BULLYING POLICY

The school will aim to:

- reduce the incidence of bullying in this school
- create a safe environment for all pupils and staff
- improve the support to young lesbian, gay, bisexual and transgender pupils

The school will work towards these aims in partnership with parents/carers. The aim of the anti-bullying policy is to clarify the system of dealing with a bullying incident and outline the content and manner in which anti-bullying education will be delivered in this school.

Other school policies which have relevance to the anti-bullying policy are:

- Anti-Racism
- Attendance
- Behaviour and Discipline
- Child Protection
- Children in Care (CiC)
- Confidentiality
- Drugs Education and Incident Management
- English as an Additional Language
- Equality and Diversity

- Health and Safety
- Partnership
- PSHE
- Sex and Relationships Education (SRE)
- Special Educational Needs and Disability (SEND)

MORAL AND VALUES FRAMEWORK

The school believes that all staff and pupils have the right to feel safe and secure in the school environment. The school encourages the following values:

- respect for self
- respect for others
- responsibility for their own actions
- responsibility for their family, friends, school and wider community

EQUAL OPPORTUNITIES

This school is committed to working towards equal opportunities in all aspects of school life. All resources used will support this commitment.

CONTENT

The anti-bullying education programme will:

- provide information that is relevant and appropriate to the age and developmental stage of the pupils
- develop skills of assertiveness, communication and effective dialogue in relationships, enabling pupils to deal with conflict and feelings e.g. anger
- encourage the exploration and clarification of values and attitudes, rights and responsibilities
- foster self esteem, positive self-image and confidence

Topics and themes will be revisited taking account of the pupils' development and the spiral curriculum concept. The content of the anti-bullying education programme will be based on the Local Authority recommended framework and include issues such as:

- appearance related bullying
- cyber bullying
- gender related bullying
- homophobic bullying
- SEN bullying
- racist bullying
- reducing homophobic and racist language

A full curriculum programme is attached at the end of the policy. See Appendix 1.

ORGANISATION

Anti-bullying education will be co-ordinated by the PSHE Co-ordinator.

Delivery will be:

- addressed occasionally in assembly time
- through pastoral time
- through PSHE lessons

Active learning methods which involve pupils' full participation will be used.

The resources used will be available for parents/carers to view at an annual parents meeting. Individual parents/carers can also view resources by contacting the deputy head directly. The Gateway Federation is committed to working towards equal opportunities in all aspects of school life. All resources and teaching methods used will support this commitment.

SPECIFIC ISSUES

The role of outside agencies and procedures for their involvement

Outside agencies will be used to support and assist the teachers in the development of classroom based work and providing support on a one-to-one basis. They will be required to work within the school's moral framework outlined earlier. Every individual who has contact with the pupils will be DBS checked.

Safety of the school environment

Following analysis of the completed questionnaires, members of the school council discussed the results and identified 'hot spot' areas where bullying incidents were taking place. Extra care is taken to monitor these areas at break and lunchtimes. All staff have been made aware of where these areas are and will ensure these areas are well supervised.

Consultation with parents/carers

Parents/carers have been informed that the school does not tolerate bullying and have been made aware of the procedures to follow should they believe that their child is being bullied.

Complaints procedures

Any complaints about the anti-bullying procedures or programme should be made to the Executive Head who will report to the governors.

Disciplinary procedures

The school will handle each case individually recognising that the future of the pupils involved could be affected by the decision and subsequent action employed.

Incidents outside school

Section 89(5) of the Education and Inspections Act 2006 gives head-teachers the power to regulate pupils' conduct (including bullying incidents) when they are not on school premises. Where bullying outside school is reported to school staff these incidents will be investigated and acted on. Parents/carers will be informed as will the police if the head-teacher deems it appropriate.

Preventing Bullying

The school will take every opportunity to demonstrate to pupils, through the curriculum and by example, that it is totally opposed to bullying. Staff will not ignore bullying or suspected bullying. All school staff will, wherever possible, intervene to prevent bullying incidents from taking place.

The school will encourage pupils to report any incidents of bullying to a teacher or other adult at school. Pupils will be told that they may bring a friend with them if they wish. Staff will praise and encourage pupils when they show kindness and consideration to others.

Dealing with Bullying Incidents

Any incidents of bullying will be taken seriously and dealt with as quickly as possible. Staff will do all they can to support the victims of bullying and make it clear to the bully that this behaviour is not acceptable.

In dealing with bullying, school staff will:

- not ignore it
- not make premature assumptions
- listen to all accounts of the incidents
- adopt a problem-solving approach that encourages pupils to find solutions rather than simply justify themselves; and
- make regular follow-up checks to ensure that bullying has not resumed.

If a Pupil is Bullied

Staff who receive a report of a bullying incident from a pupil will:

- listen to the pupil's account of the incident
- reassure the pupil that reporting the bullying incident was the right thing to do
- make it clear to the pupil that he or she is not to blame for what has happened
- interview witnesses
- interview the perpetrator/s
- seek to resolve the situation and decide on a course of action dependent on individual circumstances in consultation with colleagues
- notify parents/carers and keep them informed
- explain that the pupil should report any further incidents to a teacher or other member of staff immediately

Recording Incidents

- All incidents of bullying and discussions with the pupils involved will be recorded, along with the school's response in the school log book

Monitoring procedures

- Records will be kept of all reported bullying incidents by the Executive Head-teacher
- The log book will be regularly monitored
- A factual brief summary of the incident will be placed in the victim's and bully's file. These records will be held according to school policy.
- .

Pupil Support Services

All pupils involved in bullying incidents will receive support through:

- befriending
- circle of friends
- support groups
- mediation by adults

- mediation by peers

Supporting the Bullies

School will spend time to help pupils who have bullied others to change their behaviour. If a pupil is bullying others, staff will:

- talk to the pupil and explain that bullying is wrong and how it can make others feel
- discuss with the pupil how to join in with others without bullying
- talk to the pupil about how things are going at school, his/her progress and friends
- give the pupil lots of praise and encouragement when he/she is being kind and considerate to others

Dealing with Serious Bullying

If the preventative measures and peer support strategies do not succeed, serious bullying will be dealt with. The bully will:

- be removed from the group
- lose any break or lunchtime privileges
- be banned from a school trip or sports event where these are not an essential part of the curriculum
- be suspended for a fixed period.

In most serious cases, permanent exclusion will be the most likely sanction if the bullying:

- involves serious actual or threatened violence against another pupil
- amounts to persistent and defiant misbehaviour.

DISSEMINATION OF THE POLICY

All staff members and governors will receive a copy of this policy. Copies are available for loan from the secretary's office on request. A short summary of this policy will be included in the school prospectus and the policy will be made available on the schools website.

MONITORING AND REVIEW OF THE POLICY AND PROGRAMME

Possible success indicators which will indicate the effectiveness of the policy and programme will include:

- fewer reports of bullying
- fewer pupils reporting that they bully others
- more pupils reporting that they feel the school is trying to do something to reduce and prevent bullying
- more pupils feeling that there is less bullying in school
- more pupils reporting that they feel supported
- more staff responding to bullying behaviour
- positive feedback from parents/carers

REVIEW OF THE POLICY

Signature of Headteacher and Chair of Governors

_____ Headteacher

_____ Chair of Governors

Policy approved by governing body December 2012

The policy will be reviewed in December 2014