

Anti - Bullying Policy

SLATED ROW SCHOOL

Headteacher: Mr J Budd

SLATED ROW SCHOOL | Old Wolverton Road, Wolverton, Milton Keynes MK12 5NJ





Written	Zoë Baines (Deputy Head)	September 2016
Adopted	Full Governors	November 2016
Amended	N/A	
Amendments agreed	N/A	
Reviewed	Annual	July 2017



Anti Bullying Policy.

At Slated Row, we take bullying seriously and are opposed to bullying in all forms and will challenge it whenever it arises. We recognise that the environment in which young people learn is vital to maintaining an atmosphere where any form of bullying is not tolerated. The learning environment therefore needs to reflect the aims of mutual respect, and that young people learn best in a caring, friendly and supportive atmosphere.

It is important that staff ensure that they are role models and uphold positive relationships both with each other and young people. Furthermore, everyone connected with the school community - staff, Governors, parents and carers and young people themselves, needs to understand the school's commitment to anti bullying and how we can work towards preventing it.

Everyone has a duty to uphold the aims of the policy, particularly as some pupils will need support in having their voice heard. Additionally, some young people will need support to understand that their behaviour may be seen as 'bullying' behaviour towards others. Staff will need to develop strategies to support young people and parents and carers in these situations.

What is bullying?

The Anti Bullying Alliance defines bullying as: *the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.*

The DfE recognise that there is no legal definition of bullying, but state that it is usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, eg because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (eg email, social networks and instant messenger)

At Slated Row, it is important that staff recognise the various forms of bullying, and know that victimisation of any kind, repeated over a period of time, constitutes bullying behaviour. Additionally, any incident of behaviour where bullying could be seen to be a feature needs to be dealt with at the time, to ensure that it is not repeated and does not become an established pattern over time. To ensure that the school maintains a positive environment for learning, the following aims are key to developing an anti bullying ethos:

**Aims:**

- To create and maintain a learning environment, where young people and staff are treated with dignity and respect.
- To ensure the school demonstrates that bullying behaviour will not be tolerated.
- To identify any bullying behaviour within school and develop effective strategies to combat this.
- To tackle issues of bullying through the school curriculum and specialist weeks, for example Anti Bullying Week.
- To minimise the occurrence of this behaviour through effective identification and appropriate strategies.
- To support young people who are victimised or vulnerable.
- To help young people who display bullying behaviour to manage their behaviour more effectively.
- To involve parents/carers and other agencies where necessary, to help support young people who are victims of bullying, and to develop effective strategies for the perpetrators of this behaviour.

Objectives:

In order to ensure that the school aims are met, we need to follow set procedures in dealing with bullying behaviour. Any incidents of bullying will need to be recorded and reported to the Key Stage Leader and Deputy Head. Behaviour Support Plans for pupils who victimise other pupils will need to be written, involving relevant staff and parents and carers. Identify strategies to combat bullying, such as play time organisation or staffing issues. Support pupils who are vulnerable and, where possible, support them to develop skills to avoid victimisation. Involve parents in monitoring this behaviour wherever possible. To support pupils who bully in developing different behaviours and more positive interactions.

Strategies to manage bullying behaviour at Slated Row:

Information about bullying behaviour needs to be taken seriously and dealt with as soon as possible. It is important that staff recognise the signs of bullying. Young people may appear quiet or withdrawn; other staff may report incidents at break or lunchtimes; young people may report incidents they have been involved with, or have observed.

Any incident therefore needs to be taken seriously and dealt with appropriately. Consequently, we need to identify those pupils who are being threatened, victimised, ostracised or picked on. We also need to identify where this happens, and whether there is a pattern to the bullying behaviour. Can we deal with the situation through the better deployment of staff, or use of resources? Does a lack of pupils engagement lead to the negative behaviour? Therefore, if bullying is reported to staff, or they suspect a young person is being bullied, this needs to be reported both to the class teachers involved and the Key Stage Leader and Deputy Head.

Once pupils have been identified, a plan needs to be implemented to minimise the behaviour. First of all, we need to ensure that the pupil who is being victimised is being properly supported. This may mean raising the awareness with staff who can then ensure that this pupil is not left in a vulnerable position.

**Following an incident or concern:**

If a young person has been hurt or has been victimised by another pupil we need to adopt a consistent strategy. Incidents where bullying behaviour seems to exist need to be taken seriously. If a young person reports an incident that seems to reflect bullying behaviour, they need to be reassured that action is going to be taken quickly.

Initially the incident needs to be recorded on a pink incident report form. If staff feel the incident reflects bullying behaviour then this needs to be noted at the top of the form and the Key Stage Leader and Deputy Head to be informed. The class teachers and assistants need to be informed.

The class teacher and Key Stage Leader will then need to develop a strategy to combat the behaviour. This may take many forms – new guidelines may need to be written, staff around school may need to be informed, curriculum issues will need to be addressed or the development of a buddy system for example. Parents will need to be informed and involved in the proposed subsequent strategies. They will need to be told what is being done about the situation, and how we will deal with it. The Key Stage Leader and Deputy Head will monitor the situation and will require feedback and evidence about what strategies have been employed, whether they are effective and what support staff need to ensure that the situation diminishes.

Additionally, Governors will be informed where there are any concerns about bullying behaviour, and what is being done about it.

How to combat bullying:

There are a number of curricular issues we can address within school. Form time, Circle times, PSHE sessions, drama role play, assemblies and so on are times when general issues about friendship and support can be raised.

Issues may be raised during the annual Anti Bullying week programme. There are a range of PSHE resources, for example emotions puppets to help pupils talk about issues and social stories to use with pupils who bully to facilitate discussion.

Playtime issues:

Bullying behaviour may happen more during unstructured times in school and staff therefore need to be aware of this, particularly if they are working with young people with whom they are unfamiliar.

Outside staff need to be strategically placed so that they are aware of what is happening in all areas. The Deputy Head will organise staff to meet particular needs, but all staff will need to ensure that they are aware of what is happening around them. Staff need to be aware of any potential issues or conflicts. It may be that one person is designated to keep a particular eye on individual pupils.



Most importantly, young people need to be engaged with at break and lunchtimes. If the children are playing and having fun, incidents are far less likely to occur.

The role of the co-ordinator (DH)

Any concerns about bullying need to be reported to the Key Stage Leader and Deputy Head. Subsequent strategies or relevant information will be distributed to staff. Incident forms need to be completed and passed on to the Key Stage Leader and Deputy Head. Planning will reflect the issues of bullying and relationships and will be reviewed to ensure that bullying is addressed through curricular activities.

Equal opportunities

Bullying behaviour can occur as a result of discrimination. Any behaviour which has its root in discrimination, for whatever reason will be addressed and dealt with accordingly. All pupils will be supported to manage their behaviour effectively – those pupils who are being victimised will be supported to understand and deal with what has happened. Pupils who bully will be supported to manage their relationships and helped to address their behaviour.