

Anti-bullying Strategy

Simpson's Lane Academy

ANTI-BULLYING POLICY

This policy outlines what the school will do to prevent, identify and respond to incidents of bullying.

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Important Anti-Bullying contacts for Simpson’s Lane Academy

Anti-Bullying Coordinator	Laura Fairfield
AAB Anti-Bullying Lead	Roger Dawson
Well-being Officer	Lesley Silburn
Well-being Support	Sharon Olbison

1. Introduction

At Simpson's Lane Academy, we are committed to safeguarding and promoting the welfare of all children. This policy outlines what the school will do to prevent, identify and respond to incidents of bullying.

In accordance with the Equality Act 2010, Simpson's Lane Academy will:

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

Under the Children Act 1989, a bullying incident should be addressed as a child protection concern where there is 'reasonable cause to suspect a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the Safeguarding Policy must be referred to and the correct protocols followed.

http://www.simpsonslane.org.uk/app/webroot/files/uploads/SiteFile/13_Child%20Protection%20and%20Safeguarding%20Policy.pdf

Even when safeguarding is not considered an issue, external services may be needed to support the child who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying.

Although bullying itself is not a specific criminal offence in the UK, under the Harassment Act 1997, the Malicious Communication Act 1988, the Communications Act 2003, and the Public Order Act 1986, some types of harassing or threatening behaviour, including communications could be a criminal offence. If the school feels an offence has been committed, The Anti-Bullying Coordinator will contact the police.

2. What is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group wither 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 ground of race, religion, gender, sexual orientation, SEN, disability or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

The following acronym is used when explaining bullying to children: STOP

S – Several

T – Times

O – On

P – Purpose

Bullying can include the following: name-calling, taunting, mocking, making offensive comments, kicking, hitting, taking or damaging belongings, inappropriate text messaging or electronic messaging, sending inappropriate or offensive messages by phone or the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours. This is not an exhaustive list.

Bullying can happen to anyone.

Cyber-bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying.

Cyber-bullying is defined as bullying that takes place using an electronic technology – this includes mobile devices, computers, tablets and communication tools such as social media sites, text messages, chat and websites.

It can occur 24 hours a day, 7 days a week. Cyber-bullying messages and images can be posted anonymously and distributed quickly to a wide audience.

The experience of being cyber-bullied can be very painful for those who are the targets. Prevention is of paramount importance and this policy links to the E-Safety Policy and the Acceptable Use Policy.

<http://www.simpsonslane.org.uk/documents/download/28495>

Children are taught how to stay safe online through the curriculum and events are held to promote online safety and ensure children know how to report incidents of cyber-bullying (see 'Prevention' and 'Responding to Bullying').

The Education Act 2011, gave teachers wider search powers to tackle cyber-bullying. Teachers are able to search for, and delete inappropriate images/files on an electronic device.

The links below provide online safety information for staff, parents and children:

ChildNet International – <http://www.childnet.com/resources/cyberbullying-guidance-for-schools>

Think U Know - <https://www.thinkuknow.co.uk/>

Digizen - <http://www.digizen.org/>

3. Prevention

At Simpson's Lane, British Values form an integral part of our ethos. This, along with our PSHE and SMSC curriculum fosters an environment of mutual respect and tolerance. Children are taught to understand what bullying is and are taught to understand how their behaviours can affect others. Opportunities are given for children to develop their social and emotional skills, including resilience, self-esteem, managing differences of opinion, managing emotions and recognising when they need the help or support of an adult.

Our school Behaviour Policy sets out the rules, expected behaviours and consequences for negative behaviours. Consistent systems operate in all areas of the school. Children understand that bullying is not tolerated in our school.

We are currently working with the Anti-Bullying Alliance (ABA) 'All Together' programme to become an All Together School. This has entailed pupil voice questionnaires, a baseline audit of our current position and an action plan to ensure the very best practice.

4. Identifying Bullying

All staff receive training in regard to identifying bullying, with reference given to physical, emotional and cyber-bullying. This includes face-to-face training and on-line training from The Anti-Bullying Alliance (ABA).

Staff are vigilant in identifying signs of bullying or other safeguarding issues. Some signs of bullying include:

- Physical – unexplained physical injury, bedwetting, missing belongings, damaged clothes or schoolwork, loss of appetite, stomach ache and headaches.
- Emotional – losing interest in school, withdrawn, secretive, unusual displays of emotions, high level of anxiety, mood swings, tearfulness, lack of confidence and unhappiness, but refusal to explain why.
- Behavioural – taking longer to get home, poor attendance, asking for more money, taking different routes to or from school, losing more items than usual, sudden changes in behaviour and concentration difficulties.

These lists are not exhaustive and could be signs of other concerns.

5. Responding to Bullying

All forms of bullying are taken seriously. Should there be any incident of bullying, staff will record on CPOMS and follow up with the action taken, outcomes and review date. The Well-being Team will be notified of any incident through CPOMS and will ensure that the incident has been dealt with, that disciplinary measures are applied fairly, consistently and reasonably, and will discuss any further support needed. This may take the form of an in-school intervention or further support may be sought from the Children First Hub or other organisation that could support to help deal with different issues which might motivate bullying and conflict – see 'Resources'. It is vital that any under-lying issues/motivations are dealt with, to avoid the perpetrator offending again.

It is essential that parents are made aware of any incidents of bullying and understand that bullying will not be tolerated. We want them to feel confident that the school will take any complaint about bullying seriously and will resolve the issue in a way that protects the child.

Children are encouraged to speak out if they are being bullied, or are aware of someone else in this situation. During the latest Pupil Voice questionnaires (Sept 17), 100% of children questioned, said they would tell an adult and could name an adult they felt confident talking to. There is also a Worry Box in each classroom.

6. Bullying outside School

Teachers have the power to discipline children for misbehaving outside the school premises 'to such an extent as is reasonable'. Where bullying outside school is reported to school staff, it will be investigated and acted on. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will be informed.

7. Review

This policy will be reviewed annually, or when there are changes to relevant legislation.

Appendix 1 – Resources

LGBTQ

EACH - <http://www.eachaction.org.uk/>

Schools Out - <http://www.schools-out.org.uk/>

Stonewall - <https://www.stonewall.org.uk/>

SEND

Mencap - <https://www.mencap.org.uk/>

Changing Faces - <https://www.changingfaces.org.uk/>

Anti-bullying Alliance SEND programme of resources - <https://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sen-disability>

Racism

Show Racism the Red Card - <http://www.theredcard.org/>

Kick it Out - <http://www.kickitout.org/>

Anne Frank Trust - <https://annefrank.org.uk/switch-off-prejudice/>

Department for Education

Preventing and Tackling Bullying -

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf

Cyberbullying – Advice for Headteachers and School Staff -

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf

Cyberbullying – Advice for Parents and Carers -

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/444865/Advice_for_parents_on_cyberbullying.pdf