



BARBARA SPEAKE SCHOOLS for PERFORMING ARTS

Anti-Bullying Policy

Author/reviewer responsible:	SB	ISI DOC CODE:	3
Reviewed by:	SLT	Date of last review:	09/19
Authorised by resolution of:	Governing Body	Date of authorisation:	09/19
Applicable	BSS - J + BSS - S	Date of next review:	09/20

This policy is available on the Handbook page of the School Intranet and policies page of the School website and can be made available in large print or other accessible format if required; such requests can be made by email to policies@barbaraspeake.com

Mission Statement:

This school policy is in accordance with guidance from the Department for Education (DfES) as outlined in the document 'Preventing and Tackling Bullying, Advice for School Leaders, staff and Governing Bodies'.

Principle

At the Barbara Speake Schools for Performing Arts, we believe that all students have the right to learn in a supportive, caring and safe environment without the fear of being bullied. All institutions, both large and small, contain some numbers of pupils with the potential for bullying behaviour. If a school is well disciplined and organized, it can minimise the occurrence of bullying.

All signs of bullying must be treated as "Child Protection" concerns.

Bullying affects anyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up and it rarely sorts itself out. Certain jokes, insults, intimidating/threatening behaviour written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the School. It is important therefore that the School has a clear written policy to promote this belief, where both pupils and parents/guardians are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly. Bullying is wrong and will not be tolerated at The Barbara Speake Schools for Performing Arts.

At the Barbara Speake Schools for Performing Arts staff are always vigilant and looking out for "clues" that possible issues could arise. This way our staff can diffuse issues before they develop further.

What is Bullying?

Bullying is deliberately hurtful behaviour repeated over a period of time. It is difficult for victims to defend themselves against it. It is important to make the distinction between bullying and friends falling out with each other. Falling out is an inevitable part of a student's life that they need to learn to cope with. Bullying is neither inevitable nor acceptable. Bullying may be directed towards gender, race, religion, culture, ethnic origin, sexual orientation, physical/social disability, personality etc.

Bullying can occur through several types of anti-social behaviour. It can be:

a) Physical

A student can be physically punched, kicked, hit spat at, etc.

b) Verbal

Verbal abuse can take the form of name calling and "banter". Many students engage in what they call "banter" and may not understand the emotional upset this causes. There are many words which are acceptable, in any circumstances, when used as an insult or slur or in an unkind way. Banter like bullying is not acceptable at BSSS. Students found to be using these terms, they should be immediately challenged, and a sanction imposed.

c) Exclusion

A student can be bullied simply by being excluded from discussions/activities; with those

they believe to be their friends. This can also include 'blinking' people, laughing at them or poking fun or putting people down.

d) Damage to Property or Theft

Students may have their property damaged or stolen. Physical threats may be used by the bully in order that the student hands over property to them.

e) Cyber

This can involve misuse of all areas of internet use such as email, social networking sites, internet chat rooms, mobile phones – calls, text messages, sexting, instant messaging, camera and video facilities.

f) Emotional

A student may make/try to get what they want by making others feel angry or afraid. Emotional bullying can often be more damaging than physically bullying.

Forms of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying

The School Aims

- a) To organise the community in order to minimize opportunities for bullying. E.g. the school staff are responsible for assisting in minimizing and dealing with bullying, as well as a clear policy and procedures for break and lunchtime supervision.
- b) To ensure that all staff are fully aware of the existence and contents of this policy and that they take any action necessary to help minimize opportunity for bullying and to raise awareness amongst students of how seriously the school views any type of bullying.
- c) To use any opportunity to discuss aspects of bullying and the appropriate way to behave towards each other, e.g. Form Time, Assemblies and as an integral part of the curriculum.
- d) To promote and support National Initiatives such as the annual National Anti-Bullying Week.
- e) To deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- f) To review the School Policy and its degree of success on an annual basis.
- g) To ensure the school staff will continue to have a firm but fair discipline structure. The rules are few, simple and easy to understand.
- h) Not to use teaching materials or equipment which give a bad or negative view of any group because of their ethnic origin, religion, sex, sexual orientation, disability because they are adopted because they are a carer, etc.
- i) To encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people.

- j) To encourage pupils to treat everyone with respect.
- k) To educate students about the dangers of the use of the internet and social media. All students are provided with written guidance in the form of the E-Safety Policy.
- l) To ensure that school ICT facilities are fitted with appropriate filters and security tools.
- m) To treat bullying as a serious offence (remember that bullying can cause psychological damage, in extreme cases, even lead to suicide) and take every possible action to eradicate it from The Barbara Speake Schools for Performing Arts.
- n) To make it clear that our position on bullying applies to students both in and out of the school.
- o) To investigate incidents of bullying outside school that are reported to us and take the appropriate action according to school policies.

Prevention & Promoting a safe environment

We will use “KIDSCAPE” methods for helping children to prevent bullying as and when appropriate, these may include:

- Writing a set of school rules
- Signing a behaviour contract
- Writing stories or poems or drawing pictures about bullying
- Reading stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role plays
- Having discussions about bullying and why it matters

ADVICE TO STUDENTS

What can you do if you are being bullied?

Remember that your silence is the bully’s greatest weapon.

- a) Tell yourself that you do not deserve to be bullied and that it is WRONG.
- b) Be proud of who you are. It is good to be individual.
- c) Try not to show that you are upset. It is hard but a bully thrives on someone’s fear.
- d) Stay with a group of friends/people. There is safety in numbers.
- e) Be assertive – shout “No!” Walk confidently away. Go straight to a teacher or member of staff.
- f) Fighting back may make things worse. Rather than fight back, talk to a teacher or parent/guardian.
- g) Generally, it is best to tell an adult you trust straight away. You will get immediate support.
- h) You can also get support from helplines and websites such as, ChildLine, Kidscape and the Anti Bullying Alliance. Useful telephone numbers and websites are listed at the end of this policy.

Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

If you know someone is being bullied

- a) TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) If you feel you cannot get involved, tell an adult **IMMEDIATELY**. Teachers have ways of dealing with the bully without getting you into trouble.
- c) Do not be, or pretend to be, friends with a bully.

Liaison with Parents and Carers

We will

- Ensure that parents/carers know whom to contact if they are worried about bullying
- Ensure parents know about our complaints procedure and how to use it effectively
- Ensure parents/carers know where to access independent advice about bullying
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

ADVICE TO PARENTS

Look for unusual behaviour in your children. For example,

- a) They may suddenly not wish to attend school
- b) Feel ill regularly
- c) Not complete work to their normal standard
- d) Beg you drive them to school
- e) Begin truanting
- f) Come home with property damaged
- g) Come home hungry (bullies taking their lunch money)
- h) Attempt or threaten suicide
- i) Cry themselves to sleep
- j) Have possessions go missing
- k) Continually lose their pocket money
- l) Refuse to talk about what's wrong
- m) Begin to bully other children, siblings
- n) Become aggressive and unreasonable
- o) Become withdrawn, start stammering and lack confidence
- p) Have unexplained bruises, cuts etc.

Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.

If you feel your child may be a victim of bullying behaviour, inform the school **IMMEDIATELY**. Your complaint will be taken seriously, and appropriate action will follow.

It is important that you advise your child not to fight back. It can make matters worse! Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.

Make sure your child is fully aware of the School Policy concerning bullying and they will not be afraid to ask for help.

Parents can also get information and support from websites such as ChildLine, Kidscape and the Anti-Bullying Alliance. Phone numbers and web addresses are listed at the end of the school anti-bullying policy.

Action to be taken when bullying is suspected

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken: Help, support and counselling will be given as is appropriate to both the victims and the bullies.

We support the victims in the following ways:

- By offering them an immediate opportunity to talk about the experience with the Child Protection Officer/Safeguarding Lead(s), School designated teachers or another teacher if they choose.
- By enlisting the help of friends/other students to help support the victim and prevent further bullying.
- Informing the victims' parents/guardians
- By offering continuing support when they feel they need it
- By taking one or more of the disciplinary steps described below to prevent further bullying.

We also discipline, yet try to help, the bullies in the following way:

- By taking about what happened, to discover why they became involved
- Informing the bullies' parents/guardians
- By continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.
- By taking one or more of the disciplinary steps described below to prevent more bullying.
- In accordance with "*Preventing and Tackling Bullying*" and under the *Children Act 1989*, if there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm than a bullying incident will be addressed as a child protection concern.

Disciplinary Steps

1. They will be warned officially to stop offending and the consequences of ignoring this warning will be made clear to them.
2. Informing the bullies' parents/guardians or the police if necessary and/or appropriate.
3. They may be excluded from normal break and/or lunch time arrangements.
4. If they do not stop bullying, they will be suspended for a short-fixed period (one or two days).
5. If they carry on, they will be recommended for suspension for a major fixed period (up to five days).
6. Bullying involving physical action will always result in a short-term exclusion.
7. If they will not end such behaviour, then they will be permanently excluded (expelled).

Responsibilities

- This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- The management to take a lead role in monitoring, reviewing and evaluating this policy, the Head Teacher, Office Staff, Teaching and Non-Teaching Staff to be aware of this policy and implement it accordingly. The head teacher to communicate the policy to the school community.
- Pupils to abide by the policy.

Useful Numbers and websites providing support and useful literature:

ChildLine – 0800 1111 www.childline.org.uk

NSPCC – 0808 800 5000

Kidscape – 0207 730 3300 www.kidscape.org.uk

Anti-Bullying Alliance www.anti-bullyingalliance.org

Bullying UK www.bullying.co.uk

Beat Bullying www.beatbullying.org

Samaritans www.samaritans.org

DfES www.education.gov.uk

Anti-Bullying Alliance guidance

http://www.antibullyingalliance.org.uk/Page.asp?originx_4237co_4721421398769u17h_2007627412x

Staff MUST report all bullying or suspected bullying which has been communicated to them. Either to the Safeguarding Lead/Child Protection Officer, Designated Named Teacher or Head Teacher so that an overview can be gained, and the situation monitored.

Links with other school policies and practices

Complaints Policy

E-Safety Policy

Behaviour & Classroom Management Policy

Citizenship and PSHE education through cross curricular teaching

Working together to safeguard children

Keep Children Safe in Education 2015

Equal Opportunities