

**Anti-Bullying Policy**

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<b>Committee</b>	<b>School and Community Committee</b>
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# Anti Bullying Policy



"Providing safe and happy places to learn is essential to achieving school improvement, raising achievement and attendance, promoting equality and diversity, and ensuring the safety and well-being of all members of the school community."

(DfE, 2007).

At Deptford Green we strongly believe in the right of all members of the school community to feel happy and safe. We will not tolerate bullying and we will endeavour to deal with it fully until it stops. We will deal with bullying using a **RESTORATIVE APPROACH** which means that all those involved and affected can have their say about what has happened, can agree on what needs to happen to repair the harm caused and can make agreements about the future

## Statement of intent

Deptford Green School is committed to ensuring that students learn in a supportive, caring and safe environment, without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

## What is Bullying?

Bullying is any type of behaviour that is **repeated over time** by individuals or groups that intentionally hurts, threatens or frighten another individual or groups either physically or emotionally. This behaviour might not happen on consecutive days, but will be repeated. The people showing the bullying behaviour might be friends with the victim or they might be strangers. It is important not to confuse it with childhood squabbles and arguments where individuals 'fall out' with each other.

Bullying can take many forms:

- Emotional – being unfriendly, excluding, tormenting
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focusing on the issue of sexuality
- Verbal – name calling, sarcasm, spreading rumours, teasing
- Cyber – all areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.

- Disability/SEN – because of, or focusing on a disability or special educational need.
- Home circumstance – targeting individuals who are looked after children or because of a particular home circumstance

Bullying can seriously damage a person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or taking unusual absences. There may be evidence in work patterns, lacking concentration or truanting from school. These signs and symptoms may indicate other problems, but bullying should be considered a possibility and should be investigated.

The Equal Opportunities policy should also be referenced here as any form of discrimination or bullying on the grounds of: Ability; Age; Class; Disability; Gender; HIV Positive and AIDs status; Languages; Physical Appearance; Racial, Ethnic or National Origin; Religion or Sexual Orientation will not be tolerated.

### **Our objectives are to:**

- To prevent, de-escalate and/or stop any continuation of harmful behaviour.
- To react to bullying incidents in a reasonable, proportionate and consistent way.
- To safeguard the student who has experienced bullying and to trigger sources of support.
- To apply work with the student causing the bullying restoratively, if it repeats to work with their families to ensure they learn from the experience, possibly through multi-agency support.

### **Our Policy aims:**

- All students, parents, staff and governors should have an understanding of what bullying is.
- Staff and governors should follow the school policy when bullying is reported or suspected.
- All students and parents should know what bullying is and inform a member of staff if bullying arises.
- To ensure Deptford Green School always take bullying seriously. We use a range of proactive and reactive strategies to combat and prevent bullying.

### **Prevention- In order to create an environment where bullying is not tolerated we will:**

- Organise the school community to make it physically safe including regular reviews of break and lunch duties taking into account the views of students.

- Create an ethos of caring, kindness, inclusivity and respect for all including the use of Restorative Approaches, Behaviour for Learning, Code of Conduct and our Equal Opportunities Policy.
- Ensure that the PSHE materials on Bullying are delivered early in Year 7 so that our youngest students understand how they can get help.
- Ensure that assemblies, PSHE and tutor materials are delivered to all students raising awareness of bullying, Cyber Bullying and developing empathy.
- Support and reinforce messages of anti-bullying in and through the curriculum.
- Train young people in Restorative Approaches and Conflict Resolution (such as the Student Leaders).
- Ensure that appropriate staff receives training to tackle incidents of bullying including training on Restorative Approaches.
- Ensure that incidents of bullying are recorded and monitored and that any follow up is also recorded.
- Report back quickly to parents and carers regarding their concerns on bullying with a clear plan of what will happen next.
- Learn from good anti bullying practice elsewhere and use external agencies when it is appropriate.
- Continue to develop and maintain a group of Student Leaders so that our young people have a voice and are able to address issues affecting student welfare.
- Make all members of our school community (including parents/carers, staff and students) aware that bullying complaints will be dealt with firmly, fairly and quickly.
- Be zero tolerant of all low level 'cussing' and promote healthy relationships and model the positive ways we should speak to each other.
- Develop strategies for bystanders to become part of the solution to prevent bullying and seek help when it is not safe for them to intervene.
- Maintain our status as a Stonewall Champion School and to raise awareness of and support for our LGBTQ community.
- Regularly monitor and review the incidents of bullying that occur and identify trends and patterns, we will also gather student, parent and staff views to inform future planning and practice.
- Report all racist, sexist and homophobic incidents to the Local Authority and the governing body.
- Never turn a blind eye.

### **In the event of a Bullying incident:**

- If a student reports that they are being bullied to any member of staff this should be passed on to a Pastoral Leader or Head of Year at the earliest opportunity with as many details as have been gathered, always followed up by a written report. **If it is a**

**safeguarding issue such as serious peer on peer abuse incident it should be reported to the DSL immediately on CPOMs.**

- Pastoral Leader/Head of Year will log this on SIMs and then arrange a meeting with the student as soon as possible to gain full possession of the facts. This meeting should take place in an appropriate space away from other distractions. It is essential that the student feels this is being taken seriously.
- The Pastoral Leader/Head of Year will inform the parents that a problem has occurred and assure them that it will be dealt with quickly and that we will keep dealing with it until it stops.
- The Pastoral Leader/Head of Year will then meet with the other students involved (probably individually). It will be explained to the students that a RESTORATIVE APPROACH is being used and that they have to be fully honest if this is going to work. If they can't work this way then more punitive measures will have to be used.
- After the preparatory work a restorative meeting will be held, facilitated by an adult who has been fully trained to use RA.
- The purpose of the meeting will NOT be to blame or punish the wrong doers but rather to explore who has been affected by the bullying, how they have been affected and what needs to happen to put things right.
- In the case of serious or repeated bullying it is likely that a full RESTORATIVE CONFERENCE will be called. This means that the family and friends of the wrong doers and the harmed will come together for a formal, carefully facilitated meeting.
- The outcome of both Restorative meetings and full conferences will be a formal agreement between all parties about future conduct. This agreement will be signed by the wrong doers, recorded on their school files and monitored by a named party to ensure that it is honoured.
- A 'check in' meeting will happen with the victim after a restorative meeting to see how everything is going and if any further work needs to be done. This could include a referral to the school counsellor.
- In the case of broken contracts, more punitive measures such as class changes and exclusions will be applied. In extreme cases and when we have exhausted all other avenues, we will recommend permanent exclusion to the Governors.
- Students who repeat bullying behaviour, but with new students (therefore not breaking an RA contract) need to be dealt with differently and not using a Restorative Approach.

**The following steps may be taken:**

- Official warning
- Restorative meeting with students only

- Restorative conference which will involve students and their families
- Exclusion from certain areas of the school premises or certain activities
- Reflection time
- Isolation
- Referral to senior staff and/or external agencies e.g. Education Welfare Officer, Police Liaison Officer, children's social care etc.
- Internal fixed term exclusion
- External fixed term or permanent exclusion.

## **Development, monitoring and review**

We plan to:

- Every half term the Designated Safeguarding Lead reviews all serious incidents including bullying. The DSL meets with the Chair of Governor's to discuss the incidents and the follow up. Records are kept of every incident and the support and intervention offered afterwards in order to prevent recurrence.
- Monitor, evaluate and review our anti-bullying policy on a regular basis led by the Heads of Year and Pastoral Staff with students also being involved in the review process
- Support staff to identify and tackle bullying appropriately.
- Ensure that students are aware that all bullying concerns will be dealt with sensitively and effectively and seek feedback from students via Student voice and annual student questionnaires.

# Anti-Bullying Agreement

## What is Bullying?

Bullying is any type of behaviour that is **repeated over time** by individuals or groups that intentionally hurts another individual or groups either physically or emotionally. This behaviour might not happen on consecutive days, but will be repeated. The people showing the bullying behaviour might be friends with the victim or they might be strangers.

Bullying can take many forms: from teasing and spreading rumours to pushing someone around and causing physical harm or extortion. It often happens in front of other people.

It includes name calling, mocking, kicking, taking belongings, writing or drawing offensive graffiti, messing around with people's belongings, gossiping, excluding people from groups, and threatening others. It also includes non-verbal behaviours, involving body language, gesture and facial expression.

Cyber Bullying is any form of bullying that involves the use of mobile phones, the internet or any other electronic devices, the victim might not be aware of the bullying in the first instance. For example: sending offensive text messages and emails, circulating degrading images on the internet, or impersonating someone on social networking sites such as Snapchat, Whatsapp and Facebook. Cyber bullying can include the hacking of someone else's accounts or social media profiles.

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I understand what bullying is and I agree with the school community that everyone has the right to work and learn in an environment without fear of bully           ersonal abuse of any kind.

I agree to do my part to stamp out all kinds of Bullying at Deptford Green and this includes not Bullying anyone myself, reporting Bullying to a member of staff if I see it happening and to not stand by and let someone else be bullied.

Student Signature:

Form tutor signature: