ANTI-BULLYING POLICY
October 2022

Aim:
The aim of this policy is to ensure that pupils learn in a Christian environment that is; supportive, caring and safe, and absent of bullying and threatening behaviour. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

In our dealings with pupils, staff emphasise the importance of respecting the feelings and emotions of others. Everything we do is based on our five gospel values of Compassion, Respect, Truth, Service, Forgiveness. This aspect of our policy is delivered on a regular basis through form-time, year assemblies, whole school assemblies and the delivery of subjects.

Pupils with specific aggressive tendencies due to an additional learning need are set targets through their EHCP (Education and Health Care Plan) and work with teaching staff and LSAs (Learning Support Assistants) to learn the expectations of the school and make progress.

Definition of Bullying:
Bullying is not usually a one off incident. It is defined as repeated behaviour which makes other people feel uncomfortable or threatened, whether this is intended or not. (DfE, *Preventing and tackling bullying*). 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.

Advice from the OCC anti-bullying co-ordinator
1. Appropriate language – the "terms" 'bully' and 'victim' should not be used as they label the student and not the behaviour
2. Approaches to deal with bullying - research shows that restorative approaches are more effective in the long term than punitive approaches

CYBER BULLYING

What is Cyber Bullying?
Cyber Bullying is defined as, 'the use of information and communication technology (ICT) particularly the internet and mobile phones to deliberately upset someone else.

Reasons behind Cyber Bullying
Cyber Bullying differs from physical bullying in a number of ways. Firstly, cyberspace provides a certain degree of anonymity and due to this the perpetrator may feel their identity is protected. Secondly, cyber bullying has no geographical boundaries and can take place at any time anywhere meaning that children and young people can be targeted whilst at home or on their way home from school. Mobile phones, particularly pay-as-you-go are also cheaper than ever before and this has made it easier for them to be bought and misused by young people.

It is unacceptable for students to use phones or other technological equipment to humiliate or bully other members of the school community. BGN will not tolerate cyber bullying or any form of bullying and will take immediate action when this is brought to our attention and in severe cases of bullying we will involve our Police Liaison Officer.

Students rights in conjunction with bullying:

BGN students have the right to:
- Be able to tell a teacher about any incident without fear of being regarded as a tell-tale or "grass"
- Know that all complaints will be taken seriously and acted upon
- Feel safe and secure
- Be respected by others regardless of their race, colour creed gender or sexual orientation

Implementation of the policy:

How to report bullying:
Students may report bullying to any member of staff, however the most obvious person to discuss these issues with initially will be their form tutor, Head of Year or Pastoral Support Manager.

There is a tab on the student e-praise which enable them to report anything that worries them personally straight to the Pastoral team who will follow it up.

When an incident of bullying is reported, the incident will be dealt with immediately by the member of staff it has been reported to.   Staff should follow procedures set out in the behaviour policy as appropriate.

A clear account of the incident will be recorded and passed on to the appropriate Head of Year. All accounts are to be recorded under the appropriate heading on SIMS. It may be decided that the teacher reporting the incident may follow it up or that the Head of Year will.

Form tutors will be kept informed at all stages.

Parents will be informed of any serious incidents that occur – whether their child has been bullied or has been bullying others.

The incident will be followed up in the subsequent weeks by the member of staff who dealt with it.

Care for the student who has been bullied:
We will work to restore self-esteem and listen to the worries and experiences of those who have been bullied.

We will reassure pupils and offer continued support. Where necessary a 6th Form Mentor can be appointed to the victim for extra support.

The teacher investigating will be responsible for ensuring follow up meetings with the victim to check everything has settled down.

Care for the student who has been bullying others:
We will work with the student to help them understand that their actions were wrong and seek to promote change in their behaviour. We will remind them about our Gospel values and help them to reflect on how their behaviour has affected others.

We will seek support from parent/guardian and other agencies as appropriate.

Actions may include:

Detentions may be put in place.

Pupils may be internally excluded for break/lunch/whole days.

Form group change.

Minor fixed-term exclusion.

Major fixed-term exclusion.

Permanent exclusion.

Advice for talking to students about bullying:

Talking with the student being bullied – They must be given time and the opportunity to speak. Sympathise with them and arrange to see them again. If they did not come to you of their own accord then you may suggest he/she speak with a member of staff they feel more comfortable with – however, make sure you have covered this with the chosen teacher first.

Talking with the student who has been bullying others – It is important that this conversation does not get tied down investigating the facts. The conversation needs to focus on finding out why the perpetrator intimidates others. A useful strategy is to talk about the bully's relationship with other pupils, staff or family. The meeting should conclude with an agreement on how the pupil should behave in relation to the student they bullied and others in general. A record of the incident will be logged on SIMS.

Restorative Approach
This should be done with the consent of the student who has been bullied. Both parties should be given the opportunity to talk about their thoughts and feelings in relation to the incident. It is an opportunity for the student who has been bullying others to offer a sincere verbal apology and accept the responsibility of his/her actions.   A follow up meeting should be arranged with both parties to ensure that the situation has settled down. The member of staff facilitating the restorative meeting must have had the appropriate training.
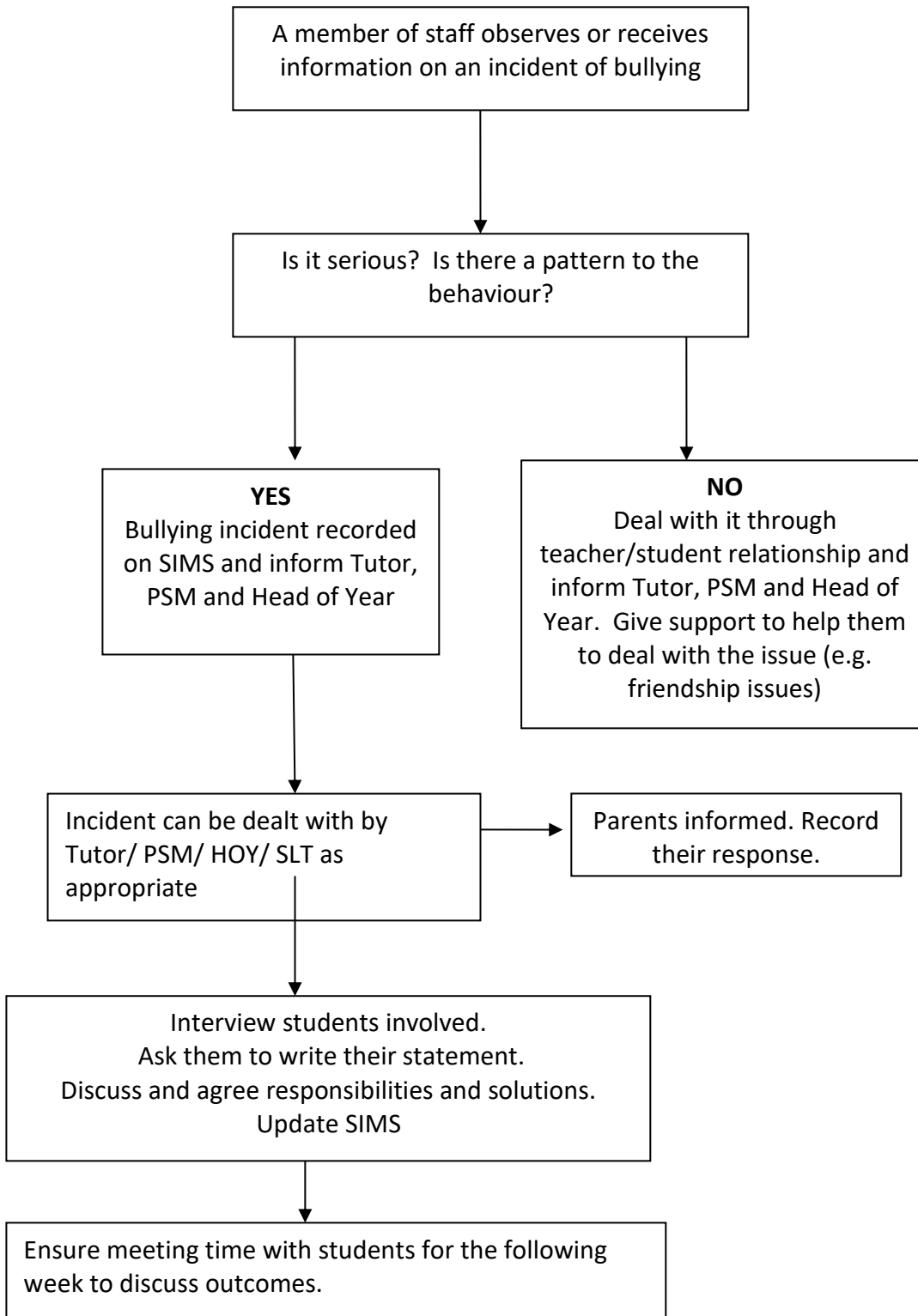

Student Voice
It is important that we know how our students are feeling around school and can be integrated into conversations between students and staff. It can also be discussed at House Meetings. A student survey is carried out to ascertain the feelings of students about where they feel safe in school and if/ where they have witnessed bullying so that we can work to address it.

Anti – Bullying Ambassadors
We are working with the new OCC Lead for Learner Engagement and will recruit Anti – Bullying Ambassadors in school when the OCC training is available.

Reporting and Investigating Bullying:

A member of staff observes or receives information on an incident of bullying

Is it serious? Is there a pattern to the behaviour?

YES
Bullying incident recorded on SIMS and inform Tutor, PSM and Head of Year

NO
Deal with it through teacher/student relationship and inform Tutor, PSM and Head of Year. Give support to help them to deal with the issue (e.g. friendship issues)

Incident can be dealt with by Tutor/ PSM/ HOY/ SLT as appropriate

Parents informed. Record their response.

Interview students involved.
Ask them to write their statement.
Discuss and agree responsibilities and solutions.
Update SIMS

Ensure meeting time with students for the following week to discuss outcomes.

Statutory duty of school:

BGN School has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

With regard to this, the Anti-Bullying Policy is available in:
- The Staff Handbook
- Is available on the school website
- A statement of the policy is in all pupil planners
- Addressed in PSHE/Citizenship lesson and other subjects
- Addressed in assemblies