



Chaucer School

A member of Tapton School Academy Trust

Anti-Bullying Policy

2021

Date approved / Reviewed: September 2021

Date to be reviewed: September 2022

Aims

Chaucer School seeks to create a positive learning environment where every child can learn together and achieve together. We encourage and reinforce good behaviour so that every child can work happily and safely, and develop fully without hindering the development or infringing the rights of others.

Bullying of any kind is unacceptable at Chaucer school. We acknowledge that bullying does happen from time to time; indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone is encouraged to tell and know that incidents will be dealt with promptly and effectively. We positively encourage learning conversations about bullying so that anyone who knows that bullying is happening tells a member of staff, a parent or a student.

We have a responsibility to create and maintain a secure and safe environment for students who are in our care, so that parents and carers may send their children to school in the confident knowledge that they will be protected from bullies. We also have a responsibility to ensure that students who are bullying have an opportunity, and need, to learn different ways of behaviour.

Definition of Bullying

Bullying is deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Types of Bullying

There are many forms of bullying, they include:

- Physical hitting, kicking and theft
- Racial comments or gestures
- Sexual homophobic or sexist remarks
- Verbal name calling
- Cyber through the use of text, email and social networks
- Emotional (indirect) spreading rumours or excluding someone from social groups

Dealing with Bullying

Incidents of bullying can be reported in one of the following ways:

- Reporting it to a year leader, teacher, family member or student
- Talking to a student leader
- Writing a note and placing it in the concerns box in either the student reception or main reception. These will be reviewed by the Associate Leader SMSC and referred to Year leaders and/or safeguarding team as appropriate.

If you are being bullied

- Tell– unless we know about it we can't do anything about it
- Ignore the bully and do not respond, avoid making counter-threats
- Walk away from a dangerous situation and get help from an adult, avoid involving other students or siblings as it usually only makes the matter worse
- Don't blame yourself or feel that by reporting it it will make matters worse
- Remember we are here to support and help you
- If you are the victim of cyber bullying make sure you save all information as evidence

If you see bullying

- Tell someone
- Be friendly and supportive towards people you know are being bullied and include them in your activities
- Don't laugh when someone is being bullied
- Speak out loud and say you do not like what is happening
- Don't join in

If you are the bully

- You will have to explain your behaviour to a member of staff and a record of the incident will be held in school for future reference
- You may have to apologise to the person you bullied
- You will have to replace or repair any possessions you damage
- You may have to do something to improve things for the person you bullied
- You may be placed in detention, isolation or be excluded
- Your parents will be informed and may be invited into school to discuss the matter further
- You may be asked to agree to and sign a behaviour contract which describes how you must behave in school and what will happen if you don't
- The police could be involved
- This may be the same if you bully inside or outside school

Staff Guidelines

- Staff should be vigilant for bullying, making clear that it is unacceptable and will be followed up
- Talk to victims and perpetrators separately
- Ensure all concerned are safe and will be safe getting home
- Record the incident and date and sign it and pass onto YM/safeguarding officer immediately
- Refer all concerns about safeguarding to the safeguarding team
- Staff should be made aware of any student who is being bullied and the perpetrator at an early stage so they can look out for any inappropriate behaviour in lessons and give support to the student being bullied
- The student that is being bullied should be given an opportunity to meet with year leader or restorative justice worker to discuss issues and strategies to deal with the bullying
- Serious incidents to be reported to the Police School Liaison Officer

What Parents/Carers Can Do

Parents/carers play a vital role in the education and care of their children and can assist in combating bullying in a number of ways:

- Encourage your child to be tolerant of others and be a positive role model
- Looking out for signs that your child may be being bullied:-
 - Regularly feeling sick or unwell
 - Reluctance to travel to and from school on their own
 - Money/possessions going missing
 - Wanting extra money for no apparent reason
 - Unexplained behaviour changes, e.g. moody, bad tempered, tearful
 - Unhappiness
- Contact school immediately, either your child's Form Tutor or Year Leader.
- Remember we can only do something if we know about it
- Encourage your child to talk to an adult in school
- Talk to your child and listen to what they say
- Keep a record of incidents, copies of emails, text messages etc
- Work with school in a calm and responsible manner and with realistic expectations
- In extreme cases as well as involving school you may also wish to inform the police

Response to incidents of bullying

All staff, parents, students and governors should be aware of these procedures.

- The bullying behaviour must be investigated thoroughly and swiftly with the aim of stopping the bullying behaviour immediately. This will be led by the year manager for the year group, although incidents of aggression both verbal and physical should be dealt with at the time by the member of staff who sees it.
- The bully and the victim should give written accounts; this should include details of the chain of events that led up to the bullying. A staff member should record what is said, victims and perpetrators should not be placed together while this is on-going.
- Any reported incidents of bullying should be recorded using a 'Bullying Incident' form
- Parents of the victim and the bully will be informed
- A plan should be formulated by the year manager with the students to help the victim feel safe. This should include support offered. This should go in the student file and discussed at referral meetings.
- An attempt should be made to help the student doing the bullying to change their behaviour. Normally this would involve referral through referral meeting for some intervention. This should be recorded and placed in their student file.
- The opportunity provided for the victim and perpetrator to meet with the restorative justice worker for a need assessed level of intervention
- The school will keep an on-going record of incidents and report on it annually and to governors termly.

Preventative Measures

All staff should tackle incidents of aggressive or insulting behaviour wherever it is noted. In addition, this school is committed to providing a comprehensive **anti-bullying awareness programme** for all students which will be led by the Associate Leader SMSC and the Subject Leader for LIFE

Our educational **aims** in relation to the anti-bullying awareness programme are:

- To create a supportive environment where all students 'learn together, achieve together'
- That students understand what bullying is; its causes, effects and methods of prevention
- That students accept that they have a duty to themselves and others in preventing bullying and taking action should it occur; this includes telling a member of staff

These aims will be delivered through the following **Teaching and learning strategies**:

- LIFE lessons and assemblies - planned to enable extended anti-bullying awareness programs
- Outside speakers will support the anti-bullying programme as appropriate
- Pro-active strategies around 'Say something Nice,
- Anti-bullying pledges,
- The reward of positive planner comments linked to the schools 5R's to promote a positive learning environment in school

Media

The Headteacher or a nominated spokesperson will handle all media enquiries. The school will not comment on individual cases but will refer to the school policy and the procedures in place to manage any incidents of bullying.

Dissemination of Policy

New staff will be introduced to this policy as part of the induction process.

The policy will be available on the staff pack and on the school website.

Students will be made aware of the policy as part of the tutor time programme and through assemblies.

The complete Anti-bullying policy and procedures are available on the website and at request from the main office and should be read in conjunction with our behaviour policy:

1. The behaviour for learning policy
2. Behaviour management system
3. Positive handling policy

Monitoring and Review of the Policy

Monitoring the success of the policy and the use of sanctions will be through analysis of data recorded by Year Teams, CPLO and attendance officer. When evaluating the success of the policy, the school will consider:

- The number of reported incidents overtime
- The effects the anti-bullying campaign has on encouraging positive attitudes towards learning and striving for success
- Monitor behaviour sanctions by age, ethnicity, gender and special educational needs (SEN)

The Designated Safeguarding Lead will submit a report to the relevant Governing Body committee in the summer term.

The policy will be reviewed every three years, or in the light of changing information. The review will be led by the Assistant Head for School & Community Culture.