

The Orchard School



Anti-Bullying Policy

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Chair of Governors:

Headteacher :

The Orchard School Anti-Bullying Policy

This policy sets out what we do to prevent and tackle bullying and contributes to one of our overall school aims of developing an environment that promotes and recognises positive, socially acceptable behaviour.

Aims and objectives: Our Anti-bullying policy has been drawn up through the involvement of the whole school community and reflects our commitment to creating an anti-bullying culture where bullying is not tolerated and everyone feels able to challenge and report bullying behaviour as well as learn, play and work free from harm or harassment. Everyone in our school community has a responsibility to contribute to our goals by challenging and reporting bullying behaviour even when they are not directly affected or involved.

Our school community

- Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- Supports all staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate¹.

1) Definition of bullying

Bullying is “**Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally**”.

It’s bullying if someone is being hurt, harmed, humiliated or intimidated with words or behaviour and can include:

- Name calling, taunting, mocking, intimidation, making offensive comments about others or their family members’ or background. Use of the word gay to mean something is rubbish, is wrong, scary or unpleasant²;
- Kicking; hitting; pushing; pulling; spitting; taking, damaging or hiding belongings; producing offensive graffiti;
- Gossiping; excluding people from groups, refusing to talk to a person and spreading hurtful and untruthful rumours.³

This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet.

2) Forms of bullying covered by this Policy

This policy covers all types of bullying including:

¹ [Adapted from Bullying – A Charter for Action, DCSF](#)

² [Ofsted, Exploring the school’s actions to prevent homophobic bullying January 2014, No. 120181](#)

³ [Adapted from Safe to Learn, Embedding anti-bullying work in schools, DCSF, 2007](#)

- Bullying related to LDD (learning difficulties or disability).
- Bullying of looked after children or otherwise related to family background or home circumstances.
- Bullying related to appearance or health conditions.
- Sexist and sexual including the use of sexist language or sexual gestures.
- Bullying related to sexual orientation (homophobic bullying) including the use of homophobic language.
- Bullying related to religion, beliefs, or culture.
- Cyber-Bullying.
- Other prejudice based bullying not identified above.

3) Preventing, identifying and responding to bullying

The school community will:

- Have a named Anti-Bullying co-ordinator
- Listen and take time to talk to children / young people who disclose bullying, take what they say seriously and investigate the situation.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- Train all staff including lunchtime staff, learning mentors and other support staff and school Governors to identify bullying and follow school policy and procedures on bullying, including recording and reporting incidents of bullying.
- Actively support vulnerable children and young people at risk of bullying.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

4) Involvement of pupils

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Obtain the views of school council.
- Ensure pupils know how to express worries and anxieties about bullying.
- Ensure all pupils are aware of the range of consequences which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools.
- Participate in National Anti-Bullying week.
- Publicise the details of helplines and websites using various methods including click-on links on our school intranet and website.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

5) Liaison with parents and carers

We will:

- Ensure that all parents / carers know who to contact if they are worried about bullying.
- Report back to parents /carers regarding their concerns about bullying as quickly as possible.
- Ensure all parents know about our complaints procedure and how to use it effectively, promoting this by its inclusion on the policy area of the school website.
- Ensure all parents / carers know where to access independent advice about face to face and cyber-bullying including the use of links on our school website.

- Work with all parents and the local community to address issues beyond the school gates that give rise to bullying.

We expect parents to:

- Inform the school of any suspected bullying even if it is not their child.
- Encourage their child to report bullying to a member of staff using the 4Ws - Who, What, Where and When
- Inform their children not to retaliate through violence in any situation.
- If their child has been accused of bullying, work in partnership with the school and listen to evidence.

6) Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Social, Emotional & Behaviour Support policy
- Confidentiality policy
- Equalities & Inclusion policy
- Safeguarding Policy
- Home-school Agreement
- Complaints policy
- ICT policy
- The recording of racial incidents
- The teaching of Personal Development, Relationships and Sex Education and the ICT curriculum

7) Professional Development

We allocate time in our staff training schedule for internal and external training to ensure that our staff can minimise the incidents and impact of bullying in our school.

Our anti-bullying co-ordinator attends training sessions on a regular basis, shares best practice, information and resources throughout the school, she is also responsible for assessing and co-ordinating relevant training and support for staff, parents and carers.

8) Bullying outside of school premises

The school will work collaboratively with school transport providers, local residents, community wardens, police support officers, other schools and local businesses to prevent and respond to bullying outside of school.

9) Monitoring & review, policy into practice

This policy will be monitored and reviewed annually.

The **named Governor** for bullying will report on a regular basis to the governing body on incidents of bullying and outcomes. Any issues identified through the monitoring of this policy will be incorporated into the School Improvement Plan. The named Anti-bullying Co-ordinator is responsible for keeping the Leadership Team informed of incidents, concerns and successes.

10) Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.

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- Governors, the Headteacher, senior managers, teaching and non-teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- All stakeholders to adhere by the policy.
- Parents work in partnership with the school to support the aims and objectives of the policy.

The named Governor with lead responsibility for this policy is: XXX

The named member of staff with lead responsibility for this policy is: Annabel Lilley

The anti-bullying co-ordinator who is responsible for co-ordinating and strengthening the schools approach to anti-bullying is: XXX

Our policy reflects the latest guidance from the Department for Education and relevant legislation, the school uses DfE, Ofsted, Kent County Council and other sources of guidance to inform its approach to preventing and tackling bullying.