Anti-Bullying Policy

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Owner	Headteacher

Document History

Version	Comments/amendments	Name	Date
1.0	Version 1	B Price	04.10.2021

ANTI-BULLYING POLICY

Objectives of this policy

This policy outlines what Medway Green School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community (this should include children and young people, parents/carers and all school staff) and we are committed to developing an anti-bullying culture whereby no bullying will be tolerated under any circumstances. All members of the school community have the right to learn, work and play in a secure and caring environment free from harm or harassment. They also have a responsibility to contribute by preventing and reporting bullying behaviour.

Further advice and guidance can be obtained from the DfE:

Behaviour and discipline in schools (January 2016)

Preventing and tackling bullying (July 2017); updated

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 students are aware that all bullying concerns will be dealt with sensitively and effectively; that students feel safe to learn; that students abide by the anti-bullying policy
- Reports back to parents/carers regarding their concerns about 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 other relevant organisations when appropriate

Definition

Bullying is defined as:

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

Bullying can include: name calling, taunting, mocking, making offensive comments (including the use of the word gay to mean something is rubbish, is wrong, scary or unpleasant)[1]; kicking; hitting; pushing; pulling; spitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups, refusing to talk to a person and spreading hurtful and untruthful rumours.

Bullying also takes the form of sexual abuse such as repeated use of sexualised language, towards another or inappropriate touching.

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

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, beliefs, or culture
- Bullying related to LDD (learning difficulties or disability)
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation (homophobic bullying) including the use of homophobic language
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying, including the use of transphobic language
- Cyber bullying

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[1] Ofsted, Exploring the school's actions to prevent homophobic bullying January 2014, No. 120181

- Other prejudice based bullying not identified above

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 and 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 students' 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 Support staff, Administration and Facilities staff to identify bullying and follow school policy and procedures on bullying, including recording and reporting incidents of bullying
- Actively create "safe spaces" for vulnerable children and young people
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied

Involvement of students

We will:
- Ensure students know how to express worries and anxieties about bullying
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve students in anti-bullying campaigns in schools
- Participate in National Anti-Bullying Week
- Pupils to annually complete a pupil survey which includes how they feel bullying is managed and supported at Medway Green School.
- Publicise the details of helplines and websites using various methods including links on our school intranet and website
- Offer support to students who have been bullied and to those who are bullying in order to address any underlying issues they may have

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/carers 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/carers and the local community to address issues beyond the school gates that give rise to bullying
- Parent/carer anti bullying and e safety workshop will be delivered by a Salus representative

We expect parents/carers to:
- Inform the school of any suspected bullying, even if it does not involve their child
- Encourage their child to report bullying to a member of staff using the 4Ws: Who, What, Where and When
- Inform their child(ren) 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

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:
- Behaviour policy
- Confidentiality policy
- Equalities policy
- Safeguarding Policy
- Pastoral care
- Complaints policy
- E-safety policy
- The recording of racial incidents
- The teaching of Citizenship and PSHE Education, Sex and Relationships Education, ICT curriculum and Prevent duty

Continuous Professional Development

Staff will be offered on-going training with direct delivery through specific safeguarding and online safety training as well as active involvement in PSHE lessons and participation in the National anti bullying week. This will interlink with statutory safeguarding updates and will support online safety and cyber bullying lessons being delivered to support the safer internet day and on-going support practice for staff and the pupils. This will form part of the school council meeting and on-going monitoring will be conducted by the anti-bullying coordinator and the anti-bullying peer mentors.

Bullying outside of school premises

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

Actions and responses to non-criminal bad behaviour and bullying which occurs off the school premises is set out in the school behaviour policy.

Monitoring and review, policy into practice

This policy will be monitored and reviewed annually unless statutory guidance dictates otherwise.

Responsibilities

It is the responsibility of:
▪ Headteacher to take a lead role in monitoring and reviewing this policy & is responsible for co-ordinating and strengthening the schools' approach to anti-bullying.
▪ The Headteacher, 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
▪ Students to abide by the policy
▪ Parents/carers to abide by the policy