

The Corsham School Anti- Bullying Policy
part of
The Corsham School Care & Guidance Policy

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Rationale

The Corsham School is committed to promoting positive relationships and opposing all forms of bullying. This includes any form of bullying which is racially motivated, homophobic or transphobic in nature and shows disregard of the school's Anti-bullying Charter (Appendix 1).

Language or behaviour which is identified as bullying is not tolerated and will always be challenged. The school also recognises that Cyber-bullying is a significant form of bullying that must be tackled whenever it is reported or exposed.

This policy relates to teachers' standards:

- 9.1 *Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.*
- 9.2 *Having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions.*
- 9.3 *showing tolerance of and respect for the rights of others*

Bullying is any behaviour which is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked and is often repeated and can continue for a long period of time. It always reflects an imbalance and abuse of power. Bullying behaviours are aggressive although they may not seem so. Bullying may take place both in and out of school and may happen through electronic media such as mobile phones and the internet.

- 7.2 *Have high expectations of behaviour, and establish a frame-work for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly*
- 7.4 *Maintain good relationships with pupils, exercise appropriate authority and act decisively when necessary.*

Students at The Corsham School have identified bullying as:

'the repeated and deliberate attempt by an individual or group to hurt, tease, threaten, frighten or exclude someone. Bullying can be physical, emotional, verbal or written in nature. It usually involves the misuse of power by an individual or group towards others.'

Sometimes bullying can take very subtle forms, such as a nasty look, which is difficult to detect by adults but are still terrifying for the child or young person.

Children and young people may have occasional fights or disagreements with each other. This kind of behaviour is not bullying, but should still be taken seriously by the school.

Principles

- All reported cases of bullying will be treated seriously and followed up.
- Allegations will be investigated as soon as possible and appropriate action will be taken.
- The broader curriculum will include positive approaches to prevent and discourage bullying.
- Awareness of cyberbullying, particularly of any developing trends, is extremely important for all adults working in the school
- Parents will be informed at an early stage of investigation of bullying where the school deems appropriate.
- Students will recognise the rights of others to feel safe and happy
- All members of the school community to follow the principles established in the school's Anti-bullying Charter (Appendix 1)
- All teaching staff will promote common expectations in lessons, these are:
 - to ensure that all students feel safe and secure
 - to include all students within learning activities
 - to be receptive to the needs of students experiencing bullying behaviour
 - to offer support for those students experiencing bullying

Education and Prevention

As a school we take bullying seriously. We use a range of proactive strategies to prevent bullying. These include;

- Effective school leadership that promotes an open and honest anti-bullying ethos.
- Use of curriculum opportunities, in particular tutor periods and PSHE classes where issues of diversity are discussed and anti-bullying messages are drawn out.
- Use of opportunities throughout the school calendar and at certain times of the school day to raise awareness of the negative consequences of bullying
- e.g. Anti-Bullying Week in November of each year
- Whole school assemblies.
- Pupil surveys and student voice.
- Poster campaigns.
- Improved supervision in potential problem areas.
- Peer mentoring and Buddy Schemes.
- Assertiveness training.
- Review of general and specific staff induction and continuing professional development to ensure staff training reflects the anti-bullying policy and practice of the school.

Responsibilities

The following responsibilities will be reflected in the appropriate job descriptions:

All Students

- will understand and commit to keep to their rights and responsibilities as outlined in the Anti-bullying Charter (Appendix 1)

All Staff

- will act as a model in order to promote a common set of school values to make it clear that bullying behaviour is inappropriate and unacceptable.
- will practise mutual respect to students
- will avoid:
 - sarcastic comments
 - derogatory names
 - dominating and humiliating behaviour
- will listen to students when they are willing to talk about bullying
- will encourage students to talk to someone they trust
- will be sensitive to a student's need for privacy and respect
- will be vigilant to signs of bullying
- will log any incidents of bullying behaviour on SIMs database

All staff will promote a common set of school values for students so that they:

- will ensure the physical safety of others
- will ensure the security of everyone's personal possessions and money
- will ensure the freedom from hurt by name calling or teasing
- will include all students in play and learning activities
- will tell a member of staff they trust if they or a friend are experiencing bullying behaviour
- will offer support by going with that person to a member of staff.

Tutors

- will promote the Corsham School Anti-bullying Charter within their tutor group, making regular reference to it as relevant issues arise
- will monitor incidents of bullying behaviour related to their tutor group as they are logged on SIMs database

Pastoral Leaders

- will promote the Corsham School Anti-bullying Charter within their Year Group, making regular reference to it as relevant issues arise
- will monitor incidents of bullying behaviour related to their Year Group as they are logged on SIMs

Behaviour Manager

- will investigate instances of bullying as identified by both school staff and parents
- will facilitate restorative meetings as appropriate
- will intervene appropriately with students exhibiting persistent bullying behaviour
- will work with victims of bullying to ensure they feel safe and confident that their worries are being taken seriously
- will keep parents of all students involved in incidents of bullying fully informed

Deputy Headteacher Pastoral

- will promote the Corsham School Anti-bullying Charter across the school, making regular reference to it as relevant issues arise
- will work closely with the Behaviour Intervention Manager on all aspects of anti-bullying intervention
- will promote all aspects of Diversity and Respect in the school
- will monitor incidents of bullying behaviour as they are logged on SIMs
- will lead on all aspects of anti-bullying intervention in the school
- will maintain a log of all serious cases of bullying including those which are racially motivated or homophobic in nature
- will report regularly to the Leadership Team and Governing Body regarding all aspects of anti-bullying intervention across the school
- review the anti-bullying policy at least once a year to ensure it is consistent with latest guidelines and best practice

Headteacher

- ensures that the school fulfils its responsibilities
- ensures that all staff are aware of their responsibilities and they receive appropriate training and support within the school's programme of INSET
- ensures that appropriate action is taken in any cases of bullying.

Appendix 1: *(displayed in student planners and parent handbooks and on posters around the school)*
Anti- bullying charter

Bullying is the repeated and deliberate attempt by an individual or group to hurt, tease, threaten, frighten or exclude someone. Bullying can be physical, emotional, verbal or written in nature. It usually involves the misuse of power by an individual or group towards others.

Rights and Responsibilities

As a member of The Corsham School community, you have the right:

- to live your life in peace and safety;
- to be an individual and be proud of being different;
- not to be bullied;
- to use technology such as phones and the internet without fear of being bullied;
- to say 'no' firmly to anything you think is wrong;
- to protect yourself by ignoring others or by walking away;
- to tell a member of staff if someone is making you feel unhappy or frightened.

As a member of The Corsham School community, you have these responsibilities:

- to treat all members of our school community with respect whatever their race, religion, background or way of life;
- not to be a bully;
- not to put up with any form of bullying;
- to work with others to stop bullying;
- to inform a member of staff about any form of bullying;
- not to be afraid of reporting any incidents. If you do nothing, it might suggest you are supporting the bullying;
- not to put up with bullies in your group of friends.
- not to use technology such as phones and the internet in a way that will make someone else frightened or unhappy.

The Corsham School prides itself on caring for and valuing each person equally. We will not tolerate any form of bullying. We will support any victims of bullying and punish any member of our community who persists in bullying behaviour.

Working together, making it stop

Appendix 2

