



**The Priory School**

**Educating Students for Success in Life**

<b>Name of policy</b>	<b>Anti-Bullying</b>
<b>Statutory</b>	<b>No</b>
<b>Date policy was updated</b>	<b>Autumn 2019</b>
<b>Date of next review</b>	<b>Autumn 2020</b>
<b>Governors committee</b>	<b>Student Wellbeing</b>
<b>Member of staff responsible for the policy</b>	<b>Lawrence Foster</b>



## The Priory School

### Anti-Bullying Policy

#### 1. Rationale

- No student should be bullied or caused anxiety by another whilst at school. Bullying is considered to be any behaviour that **repeatedly** harms/hurts another person, either physically or emotionally. The school views bullying as a serious anti-social behaviour and will always take firm action against it. Where bullying is happening outside school hours we will support the students concerned and direct parents towards organisations that will offer support.

#### 2. Aims

- We intend that members of the school be encouraged to respect and appreciate the strengths of one another
- The school aims to create a safe learning environment where all students can be happy and achieve their full potential
- Students are made aware of the effect bullying has on other students' physical and emotional wellbeing as well as the legality of such bullying issues
- The school will aim to prevent incidents of bullying by identifying what bullying is and ensuring that support is available for those who are bullied, both in and outside school
- The Pastoral Team will work in conjunction with the students in an effort to change their behaviour

#### 3. Definitions

- While there is no single definition of bullying, the DfE identifies three points which most definitions share:
  - The behaviour is intended to cause distress
  - The behaviour is repeated
  - There is an imbalance of power between the perpetrator/s of bullying and the target

'Behaviour by an individual or group usually repeated over time that intentionally hurts another individual or group, either physically or emotionally' (Safe to Learn, DfE 2007)

'People carrying out unkind behaviours on purpose that can be difficult to stop' (Safe to Learn, DfE 2007)

- Bullying can take place between students, between students and staff or between staff, and can include (this list is to give examples of behaviours, but is not exhaustive):
  - Name-calling, taunting, mocking, making offensive comments
  - Offensive graffiti
  - Excluding people from a group
  - Gossiping and/or spreading rumours
  - Kicking, hitting, punching, pushing or any other violent physical contact
  - Taking belongings

- Cyberbullying – including sending inappropriate, offensive or degrading messages/emails/images; setting up degrading websites designed to embarrass an individual
- Students/staff may be bullied for a number of reasons (this list is to give examples, but is not exhaustive):
  - Ethnic background, religion or culture
  - Disability or learning/behavioural need
  - Sexual orientation
  - Gender (including sexualised bullying)
  - Size, appearance or health conditions
  - Social or economic status
  - Age/maturity
  - Home circumstances – students in public care, young carers or those with same sex parents/carers or whose parents/carers have mental health difficulties or disabilities may be particularly vulnerable

#### **4. Signs and Symptoms**

- A student may display signs or behaviour that he/she is being bullied. Adults should be aware of these possible signs and should investigate if a child:
  - Is frightened to walk to/from school
  - Does not want to go to school on public transport/school bus
  - Is unwilling to go to school (school phobic)
  - Begins to truant
  - Becomes withdrawn, anxious or lacks confidence
  - Attempts or threatens suicide
  - Runs away from home
  - Cries increasingly or begins to have nightmares
  - Begins to feel ill in the morning
  - Displays signs of anger or aggression
  - Has dinner money or other monies continually ‘lost’ or ‘missing’
  - Has unexplained cuts or bruises
  - Starts stammering
  - Begins to do poorly in school work
  - Begins to bully other children or siblings
  - Stops eating
- These signs or behaviours could indicate other problems, but bullying should be considered as a possibility and should be investigated
- Parents/carers should work with the school and in accordance with the anti-bullying policy in order to investigate any potential bullying behaviours

#### **5. Roles and Responsibilities**

- All members of the school community have a responsibility to challenge bullying if it occurs. All staff at the school are made aware of the procedures that they should follow if an incident of bullying occurs
- The first point of contact for parents should be the student’s Form Tutor and then the Head of Year or Head of Key Stage
- The Assistant Headteacher in charge of behaviour and pastoral support has the ultimate responsibility for the Anti-Bullying Policy alongside the Headteacher

## 6. Prevention of Bullying

- Prevention is better than cure so at The Priory School we are vigilant for signs of bullying and always take seriously reports of bullying
- We use the curriculum and other appropriate times (form time, assemblies) to reinforce the ethos of the school and help students to develop strategies that combat bullying-type behaviour
- In line with the Behaviour for Learning policy, the school reserves the right to maintain jurisdiction over students and offences caused off-site in relation to any form of bullying
- We use a variety of methods to help students prevent bullying. As and when appropriate these may include:
  - Home-school agreement
  - Displays around school and in classrooms
  - Student wellbeing survey
  - Inclusion week
  - Anti-bullying assemblies
  - Awareness weeks (E.g. Black History Month, LGBT awareness, Downs Syndrome awareness)
  - Year 10 and Year 13 form peer mentors/prefects
  - Sixth Form inclusion and diversity prefects
  - Parent Forum surveys
  - Student panel surveys
  - Student Leadership Committee
  - Form time discussions
  - Citizenship curriculum (delivered during form time)
  - Pastoral support plans
  - Anger management programme
  - Form Tutor/Head of Year/external mentoring
  - Parental involvement
  - PSHE lessons

## 7. Actions to Tackle Bullying

- All reported incidents of bullying are investigated and taken seriously. A record is kept of all reported incidents. If bullying includes racist, sexist or homophobic abuse, it is reported to the relevant Assistant Headteacher
- The following indicates an example of the steps that may be taken when dealing with bullying incidents:
  - When a bullying incident is reported to the pastoral team it is investigated immediately by the relevant member of staff (E.g. Form Tutor, Head of Year, Head of Key Stage, Pastoral manager)
  - An account of the bullying incident is recorded and given to the relevant member of staff
  - The member of staff will interview the student(s) involved and where necessary ask them to write down their own version of events (a statement)
  - Parents will be informed of the reported incident, where necessary
  - The relevant member of staff will carry out any necessary mediation between the students
  - Staff are made aware, where necessary
  - Support systems and/or sanctions are used in accordance with the Behaviour for Learning policy and in consultation with all parties concerned

- Students are told that they must report any incidence of bullying to an adult within the school, and that when another student tells them that they are being bullied, or if they see bullying taking place, it is their responsibility to report this to a member of staff
- Should a student feel they are the victim of bullying from a member of staff, the student and or their parents should report this to the Assistant Head Teacher for Behaviour and Attendance to investigate further

## 8. Cyberbullying

- Where any form of cyberbullying (as previously defined) affects another student or may bring the school into disrepute, the school reserves the right to be involved whether the electronic material was produced within the school or outside
- The school will review the electronic material where necessary, including their email account, mobile phone or social media accounts if we suspect that bullying is occurring
- Students must be aware that some forms and levels of cyberbullying are illegal and the school will inform the police where necessary
- A termly report of cyberbullying incidents is reported to the Governing Board
- Where these forms of bullying occur the students will receive the necessary and appropriate sanction as outlined in the consequence system (see Behaviour for Learning policy)

## 7. Racist and HBT (homophobic, bisexual and transgender) bullying

- The school has a zero tolerance approach to HBT and racist bullying. Where these forms of bullying occur the students will receive the necessary and appropriate sanction as outlined in the consequence system (see Behaviour for Learning policy)
- Students must be aware that some forms of racist and HBT bullying are illegal and the school will inform the police where necessary
- The number of racist and HBT bullying incidents are reported to County Council in an annual report
- A termly report of HBT and racists incidents is reported to the Governing Board and SLT

## 9. External Agency Support

- Where necessary we will call on an outside agency to aid investigation, or offer support to a victim and/or the bully
- Such agencies include the police, Behaviour Support Team, Youth Connexions, Outreach counsellors, external mentors or the Youth Offending Team (YOT)
- This will always be done in partnership with the parents

### Related Policies

Behaviour for Learning	Equality and Diversity	Transgender
Screening, Searching and Confiscation	On-Line Safety	Social Media