Meadowhead School
Academy Trust

Anti-Bullying Policy

**This is a policy of Meadowhead School Academy Trust.
Meadowhead School is a Foundation School
and a member of the
Meadowhead Community Learning Trust**

Staff Responsible: Kate Miller

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Anti-bullying Policy Statement

Introduction

At Meadowhead School we recognise that in order to achieve, students need to be happy. We set high standards and expectations and deal with all incidents of misbehaviours with fairness and consistency. Everyone has a right to enjoy school life without fear or intimidation. Bullying is unacceptable. It is a shared responsibility of all staff to work to eliminate bullying and to ensure that the victim and the bully are appropriately dealt with.

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These include (but are not limited to):
- The Education and Inspection Act 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

Within school this policy also links to the following policies:
- Behaviour Policy
- Home School Expectations
- Child Protection Policy
- Online Safety Policy
- Complaints Policy

What is Bullying?

Bullying is the **repetitive**, **intentional hurting** of one person or group by another person or group, where the relationship involves an **imbalance of power**. It can happen face to face or online. It is often aimed at certain groups, for example because of race, religion, gender or sexual orientation. At Meadowhead School we will not tolerate bullying.

Bullying can be:
- Emotional   being unfriendly and excluding other children
- Physical   pushing, kicking, hitting, punching or any use of violence
- Racist   racial taunts, graffiti, gestures
- Sexist   Attitudes used to intimidate or harm another based on sex or gender
- Sexual   unwanted physical contact or sexually abusive comments
- Homophobic   because of or focussing on the issue of sexuality
- Verbal   name-calling, sarcasm, spreading rumours, teasing
- Cyber   All areas of internet, such as email, text messages, social media etc.

Quite often, a bully will not work in isolation. They will only bully as they have their behaviour reinforced and assisted by others. At Meadowhead, we recognise that all participants are responsible, not just the perpetrator.

We also recognise that some acts may not be repetitive but still need reporting so they can be dealt with by a member of staff. This includes any act that is intended to cause harm or offence.

Preventing Bullying

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld for all.
- Recognise the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Celebrate diversity to knock down barriers and increase respect for those who are different to us as individuals.
- Challenge practice and language which shows non-tolerance and discrimination towards others.
- Be encouraged to use technology positively and responsibly.
- Celebrate success and achievements to promote and build a positive school ethos.

Meadowhead School will take every opportunity to demonstrate to students through the curriculum (Ethics programmes and Anti-Bullying Week) pastoral programmes, displays, assemblies and by example that it is totally opposed to bullying.

Staff will not ignore bullying or suspected bullying. All staff will intervene to prevent bullying incidents from taking place. We will encourage students to report any incidents of bullying to a teacher or other adult at the school. We will ensure that all staff, students and parents/carers are aware of the school's Anti-Bullying Policy – See appendix 1

Staff will praise and encourage students when they show kindness and consideration to others.

To alleviate cyberbullying all parents and pupils on admission to the school agree to the school policy of no mobile phones being brought into school.

Responding to Bullying

All incidents of bullying will be taken seriously and dealt with as quickly as possible. Staff will do all they can to support the victims of bullying and make it clear to the bully that this behaviour is not acceptable.

In dealing with bullying, Meadowhead staff will:

- Reassure the victim and keep them safe
- Gather evidence through witness statements and CCTV footage where necessary
- Identify all roles involved in the bullying including those reinforcing or assisting the bully.
- Contact parents of the victim and the bully (and other roles where necessary) and provide updates
- Meet with parents of the victim and the bully (and other roles where necessary) to decide on a plan of action
- Advise blocking of social media sites where appropriate

- Ensure all parties sign a Conflict Resolution contract (see appendix 2)
- Consult with the police if necessary and appropriate
- Hold regular follow up meetings with relevant members of staff

Outcomes

Possible non – sanction strategies:

- Finding the cause (possibly a misunderstanding) and effecting a reconciliation
- An apology given and accepted.
- Parties brought together and understanding achieved.
- An undertaking to desist in future from threatening and/or provocative actions.
- Parents informed and involved as necessary.
- A reference to an outside agency.
- Restorative work undertaken with a learning mentor

Possible Sanctions:

- Parental Involvement
- Exclusion from some activity
- Internal Isolation
- Alternative Timetabling Arrangements
- Fixed Period Exclusion
- Reference to the Governors' Pastoral Sub-Committee
- Permanent Exclusion
- Police referral or intervention

In all cases involving bullying Form Tutors who are not initially involved will be informed of the incident and the outcome.

All interventions, short of the ultimate of permanent exclusion, are aimed at stopping the bullying, and re-integrating the culprit into normal school life. Sanctions alone are seldom a permanent solution to bullying. In some cases, they may reinforce it.

In the event of a formal complaint being made about the school's handling of alleged bullying, the school's usual Complaint Procedures will be applied. This may lead to a Governors' investigation into the process and procedures carried out by the school.

Online Bullying:

When responding to bullying concerns, the school will:
- Act as soon as an incident is reported
- Provide appropriate support for the person who has been bullied
- Encourage the person being bullied to keep evidence such as screen shots to aid the investigation.
- Take all available steps to identify the person responsible

- Work with individuals and online providers to prevent the incident spreading and assist in removing upsetting material from circulation
- Ensure sanctions are applied to the person responsible and ensure access to any further support that may be needed.
- Inform the police where appropriate
- Provide regular training to staff on keeping themselves safe online and how they can best educate children to stay safe online. This may include:
  - Advising those involved not too retaliate
  - Provide advice on blocking and removing people from contact lists
  - Help those involved to think about what private information they have put in the public domain

What Meadowhead students will do:

- Not engage in any behaviour which harms or attempts to cause harm to others
- Report any incidents of bullying to the year team or form tutor or any other member of staff
- Not be a bystander – report any bullying you see to a member of staff to keep each other safe
- Follow guidance on staying safe online including not sharing passwords and not passing on abusive messages
- Respect all people, all of the time

Advice for parents:

- Check in with your child regularly to make sure their relationships with peers are healthy.
- Remind your child not to retaliate if someone is unpleasant towards them but to report it immediately.
- Be aware of your child's relationship with their mobile phone/tablet.   Be alert to changes in their mood when they are using their phone/tablet.
- Be nosy – check your child's messages/emails regularly.
- Be aware of age regulations on social media sites.
- Keep any evidence of offending messages or online conversations then block the perpetrator
- Report bullying:
  - Contact your child's Pastoral Manager or Head of Year if it involves another student, so that they can take appropriate action.
  - Contact the service provider/website if it is online
  - Consider contacting the police if the act commits a criminal offence

Supporting Adults:

Meadowhead School takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:
- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff or the headteacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and building resilience, as appropriate.
- Where bullying takes place off school site or outside of normal school hours, the school will still investigate the concern and ensure that appropriate action is taken.
- Reassure and offer appropriate support

Adults who have perpetrated bullying will be helped by:
- Discussing with a senior member of staff what their concerns are
- Establish whether there is a legitimate grievance or concern has been raised and signposting to the schools complaints procedure
- If online, request that content is removed
- Investigating disciplinary, civil or legal action as appropriate or required.

- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

Involvement of pupils
We will:
- Involve pupils in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying.
- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Utilise pupil voice in providing pupil led education and support
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

Useful links and supporting organisations
- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php

- PSHE Association: www.pshe-association.org.uk

- Restorative Justice Council: www.restorativejustice.org.uk

- The Diana Award: www.diana-award.org.uk

- Victim Support: www.victimsupport.org.uk

- Young Minds: www.youngminds.org.uk

- Young Carers: www.youngcarers.net

- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

SEND
- Changing Faces: www.changingfaces.org.uk

- Mencap: www.mencap.org.uk

- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf

- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying
- Childnet: www.childnet.com

- Internet Watch Foundation: www.iwf.org.uk

- Think U Know: www.thinkuknow.co.uk

- UK Safer Internet Centre: www.saferinternet.org.uk

- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying

- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion and nationality
- Anne Frank Trust: www.annefrank.org.uk

- Kick it Out: www.kickitout.org

- Report it: www.report-it.org.uk

- Stop Hate: www.stophateuk.org

- Tell Mama:www.tellmamauk.org

- Educate against Hate: www.educateagainsthate.com

- Show Racism the Red Card: www.srtrc.org/educational

LGBT
- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm

- Metro Charity: www.metrocentreonline.org

- EACH: www.eachaction.org.uk

- Proud Trust: www.theproudtrust.org

- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk