

Baginton Fields School

Anti-Bullying Policy



"Dedicated to delivering inspirational learning experiences"

Reviewed by:	Alison Francis	Date: Spring 2023
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Approved by:	Senior Leadership	Date: Spring 2023
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Last reviewed on:	Spring 2023
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This document sets out Baginton Fields School's policy in relation to the issue of bullying. It reflects a belief that bullying is not acceptable under any circumstances (zero tolerance) and that it is best prevented through the development of a school ethos based on mutual respect, fairness and equality. It also acknowledges that bullying behaviour is problematic for the victim and perpetrator alike and embodies support and management strategies that are pragmatic and non-oppressive.

We recognise that “Bullying” can be a harmful word to use and understand that the word in our environment due to the needs of the students can have additional subtleties and raise issues that are in themselves complicated to resolve. Not all students at Baginton Fields will recognise bullying behaviour if they experience it; equally not all students would recognise their own behaviour as bullying towards another individual, therefore where appropriate protective behaviours are taught as part of the curriculum to empower students to take responsibility for theirs and others behaviour.

Principles:

All students have an absolute right to be educated in a caring, safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.

There is **no justification whatsoever** for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, gender, sexual orientation, ability are absolutely repudiated as reasons for bullying.

Bullying behaviour is a problem for both the bully and the victim and should be addressed in positive and constructive ways which provide opportunities for growth and development for the bully and victim alike.

Effective management of bullying is a shared responsibility and strategies should involve Baginton Fields School staff; parents/carers and other professionals involved with students who are the victims or perpetrators of bullying behaviour.

It is important to invest time and resources in the prevention and management of bullying and staff require advice, training and support to manage it with confidence.

Aims:

- To fulfil Baginton Fields School's statutory responsibility to respect the rights of students and to safeguard and promote their welfare.
- To clarify the school's responsibility for responding to incidents of bullying and to emphasise to staff, students and their parents and carers the school's zero tolerance attitude towards bullying behaviour.
- To eliminate intimidating behaviour and promote a school ethos in which each student is safe and able to realise their full potential.

- To address the problem of bullying and to bring it under control through the implementation of whole-school policy and procedures.
- To reassure parents and carers that Baginton Fields School takes their students' welfare seriously and that they are being educated in a safe and secure environment.

Objectives:

- To develop and implement an anti-bullying policy based on a consistently implemented whole school approach
- To raise awareness among staff; parents/carers and students about the issue of bullying and the school's attitude towards it and to create an environment in which bullying is seen as inappropriate and unacceptable.
- To be proactive in the prevention of bullying.
- To make students, parents/carers and staff aware of what steps to take when an incident of bullying has occurred.
- To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.
- To clarify the extent of the problem and ensure that the school allocates a proportionate amount of time and energy to bringing it under control.
- To accurately record all incidents of bullying and to monitor the effectiveness of strategies for bringing it under control.
- To address with bullies their problematic behaviour in a fair and firm, non-oppressive manner, and to provide them with support to enable them to change their behaviour.

Definition:

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

Bullying behaviour may be direct or indirect.

Direct forms include physical violence and threats; verbal assaults and taunts; the destruction of property; extortion; unwanted sexual interest or contact, cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

Examples of indirect forms of bullying include ignoring and the withdrawal of friendship; excluding; malicious gossip and spreading rumour; abusive or oppressive graffiti.

Baginton Fields School takes all forms of bullying seriously and is particularly concerned to take action in relation to any incidents which involve individuals or groups with a protected characteristic.

In such cases these issues will be specifically addressed with the bully (and his/her parents/carers where appropriate) in the course of post incident management.

Scope:

This policy applies only to incidents of bullying which take place on Baginton Fields School premises. The school is not **legally** responsible for bullying which takes place elsewhere.

However, Baginton Fields School has an enduring interest in the welfare and conduct of its students and will respond positively to any information it receives about bullying outside the school thus:

- If it emerges that a student is responsible for bullying other students outside Baginton Fields School then this matter will be addressed and (if appropriate) the bully's parents informed.
- If a student is found to be the victim of bullying outside Baginton Fields School then help and support will be offered and advice given on how to avoid further incidents in future. The victim's parents will be informed.
- If there are more general concerns about student's safety outside Baginton Fields School then the local police will be contacted and their help sought in making the area around the school premises more secure. If concerns arise in relation to home / school transport then the issue will be raised with the transport companies and their help sought in dealing with the problem.
- If information is received that a student is being bullied by a sibling outside Baginton Fields School this will initially be discussed with the parents. If concerns persist then the matter will be referred to the Children's Disability Team.
- If students are being bullied by students of another school the Head of that school will be informed and invited to deal with the matter.

Prevention:

All staff involved in the education and/or supervision of students will be made aware of the issue of bullying and the need to apply the school's policy of zero-tolerance consistently when episodes of bullying are witnessed or reported. Staff will constantly reinforce the message to students that bullying is unacceptable and will take positive action to prevent and control it.

In addition, the issue of bullying will be raised with students at a number of levels including:

- At whole school level – through assemblies when students will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place. This issue will be raised regularly when the whole school will be informed of the progress of the anti-bullying policy and any changes which may be introduced.
- At classroom level – during class lesson, circle time, projects, PHSE and Citizenship
- At individual level – students who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance.
- Students who have bullied others will be given advice and support and taught strategies to enable them to bring their unacceptable behaviour under control and to prevent further incidents.
- Baginton Fields School recognises that there are particular times when students may be more vulnerable to bullying – lunch and break times. Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents.
- Students will be encouraged to communicate to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated.
- Parents who believe their child is the victim of bullying should share their concerns with Baginton Fields School at the earliest opportunity and be prepared to work with Baginton Fields School to keep their child safe in future. All expressions of concern will be taken seriously and investigated thoroughly.
- Similarly, if parents believe their student is bullying others, this information should be shared with Baginton Fields School so that the problem can be addressed and a plan agreed to prevent further incidents and the bullying student helped to change their behaviour.

All of these preventative strategies operate within a school ethos founded on equality, fairness and respect for others in which individual differences are celebrated and seen as a source of enrichment. In order to help students, learn and develop appropriate responses to others, all staff at all times will treat each other (and students, parents and carers) with courtesy and respect and will model appropriate and acceptable behaviour.

(Code of Conduct and Student Protection policy)

Parental involvement:

Baginton Fields School is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs.

Baginton Fields School recognises the important influence which parents/carers have on their students and would wish, using the home/school agreement, to enlist their support when their student is involved in bullying – either as victim or a perpetrator.

If a student is involved in a single serious incident of bullying or there is evidence that the same student is involved repeatedly in less serious incidents (either as a victim or a perpetrator) Baginton Fields School will inform parents and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by Baginton Fields School staff and parents informed.

Implementation:

Baginton Fields School is committed to creating a bully-free environment and will ensure that its zero-tolerance policy is applied rigorously. All staff involved in the teaching and/or supervision of students will take responsibility for addressing incidents which fall with the school's definition of bullying and ensure that the victim receives what support is required; the bully is informed of the unacceptability of his/her behaviour and a record is made of the incident.

All students need to be aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

Incident management:

Baginton Fields School will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff

Post incident responses for the victim:

When a member of staff receives information, either directly or indirectly, that a student may have been the victim of a bullying incident, this report will be taken seriously and investigated.

Baginton Fields School will offer a proactive, sympathetic and supportive response to students who are the victims of bullying. The exact nature of the response will be determined by the particular student's individual needs and may include:

- immediate action to stop the incident and secure the student's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the victim is not responsible for the behaviour of the bully
- strategies to prevent further incidents

- sympathy and empathy
- 1:1 Thrive sessions
- assertiveness training
- extra supervision/monitoring
- informing/involving parents
- arrangements to review progress

For the bully:

Baginton Fields School takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way. Baginton Fields School does not believe that the use of punishment is helpful in managing this problem but is of the view that the positive use of sanctions can be useful in demonstrating to bullies that their behaviour is unacceptable and in promoting change.

Baginton Fields School will respond to incidents of bullying behaviour in a proportionate way – the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly. The following options will be considered:

- immediate action to stop an incident of bullying in progress
- engagement with the bully to reinforce the message that their behaviour is a breach of Baginton Fields School rules and is unacceptable
- loss of lunch/breaktime privileges
- removal from class/group
- parents informed
- counselling/instruction in alternative ways of behaving e.g. Thrive
- fixed periods of exclusion
- permanent exclusion (in extreme cases which may involve violence)
- rewards/positive reinforcement for students in order to promote change and bring unacceptable behaviour under control.

Monitoring and evaluating:

Each incident of bullying falling within the Baginton Fields School definition will be recorded on CPOMs which will be monitored by the leadership team.

Any incidents with a racist, sexist, disablist or homophobic element will be identified.

An annual report will be made to the Governing Council indicating the extent of the problem and any trends which may emerge. This information will be shared with parents/carers and students.

Senior staff and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any ongoing concerns. These will be shared with staff, parents/carers and students.

Associated policies:

Safeguarding

Behaviour Management

PSED