



# THE PARK COMMUNITY SCHOOL

# Anti Bullying Policy

Also refer to accompanying Anti-Bullying leaflet

## Policy Update

<b>Policy Lead Person:</b>	Senior Assistant Headteacher
<b>Approved By:</b>	Full Governing Board (03.12.2020)
<b>Next Review Date Due:</b>	December 2021

- Staff *must* sign
- Staff *should* sign
- Governors *should* sign
- Publicly Available

## **PRINCIPLE**

### **A definition of bullying for our school – What is bullying?**

“Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance cyber-bullying text messages or the internet), and is often motivated by prejudice against particular groups, for example on the grounds of race, religion, sex, gender reassignment status, sexual orientation, or because a child is adopted or has caring responsibilities”

‘Preventing and tackling bullying – Advice for headteachers, staff and governing bodies DFE 2012 p. 3

However, if two students have an occasional fight or quarrel, particularly if of equal power or strength, this is not bullying but a type of inappropriate and unacceptable behaviour that will be dealt with as outlined in the school’s **Behaviour Policy**.

Acts motivated by racism, homophobia, transphobia or other forms of prejudice which may be considered as hate incidents or crimes will be considered as particular forms of bullying and will be dealt with and recorded according to guidance from Devon County Council.

### **Cyber Bullying**

Cyber bullying means bullying through the use of technology or any electronic communication, including, but not limited to, a transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted by the use of any electronic device or tablet, including, but not limited to, a computer, telephone, mobile telephone. Most often cyber bullying occurs through emails, instant or direct messaging, text messaging, web pages, blogs and chat rooms.

Examples of conduct that may constitute cyberbullying include, but are not limited to:

1. Posting slurs or rumours or displaying any defamatory, inaccurate, disparaging, violent, abusive, profane, or sexually oriented material about a student on a website or other online application;
2. Posting misleading or fake photographs or digital video footage of a student on websites or creating fake websites or social networking profiles in the guise of posing as the target;
3. Impersonating or representing another student through use of that other student’s electronic device or account to send email, text messages, instant messages (IM), or phone calls;
4. Sending email, text messages, IM, or leaving voicemail messages that are mean or threatening, or so numerous as to bombard the target’s email account, IM account,

- or mobile phone; and
5. Using a camera phone or digital video camera to take and/or send embarrassing or “sexting” photographs of other students.

## **The Purposes of the Anti-Bullying Policy**

### **A policy to end bullying**

Our ethos at The Park Community School is one that is firmly centred on all members of the school community achieving and caring together. The school exists for the all-round education of its students and anything that prevents this will not be tolerated. Bullying is one such undesirable activity, and it is for the school as a whole, and for all parties with an interest in the school, to overcome bullying.

#### **This policy aims to:**

- Prevent or reduce incidents of bullying
- Provide a clearly defined framework for dealing with the victims and the perpetrators of the incidents of bullying
- Ensure that this framework is understood and trusted by all the stakeholders: students, parents, teachers and support staff.

#### **The aims of the school within this policy are to uphold our school core values by:**

1. Providing a happy and caring environment in which to learn and work where everyone in the school community is valued and feels safe.
2. Encouraging everyone in the school to treat each other with respect courtesy and consideration – regardless of differences in race, sex, gender reassignment status, culture, sexual orientation, age or religion.
3. Ensuring that students develop social skills and attitudes relevant to their future adult lives and are helped to understand the consequences of their actions.
4. Ensuring that everyone is protected from deliberate attempts to harm or distress them and that each individual feels able to turn to others for support when it is needed.

Bullies will be disciplined and counselled in school so that our eight core values can support them in understanding the consequences of their actions and support the victims of their actions.

Our eight core values are:

- Aspiration
- Acceptance
- Community
- Honesty
- Resilience
- Respect
- Responsibility
- Trust

## **Practice**

### **Awareness raising through the Curriculum**

Students will be made aware of the types of bullying which exist through formal units of work in PSHEE and through informal teaching both in and out of lessons.

In addition to this, both House and Year Group Assemblies and active tutoring contain detailed references to expectations of student behaviour and possible outcomes linked to a variety of bullying.

Peer mentoring groups advise other students, provide lunchtime activities and support each other. Peer mentors meet regularly with Academic Mentors to review practice. MTAs and teaching staff on lunchtime duties are deployed to areas which might become bullying areas.

Parents and students are informed about the school's procedures for dealing with bullying through the school induction programme or when they enrol at the school.

### **Application of Policy**

This policy applies to any student, school employee, contractor, visitor or volunteer who engages in conduct that constitutes bullying or retaliation. All have the responsibility to comply with this policy.

This policy applies to bullying that:

1. Takes place at school or on school grounds, meaning: a school building; property on which a school building or facility is located; and property that is owned, leased or used by a school for a school-sponsored activity, function, programme, instruction or training. —School grounds also includes school-related transportation vehicles.
2. Takes place whilst students are being transported to or from school or

- school-sponsored events; or
3. Takes place elsewhere or through the use of technology, **but only if the bullying also infringes on the rights of the student at school as set out in this policy's definition of bullying.**
  4. Takes place whilst a student is representing the school, in uniform on the way to or from school.

All bullying is damaging but cyber-bullying and harassment can be invasive of privacy at all times. These acts may also be criminal acts.

**The Park Community School supports victims and, when necessary, will work with the Police to detect those involved in criminal acts and share information.**

The Park Community School will use, as appropriate, the full range of sanctions to correct, sanction or remove students who bully fellow students or harass staff in this way.

The Park Community School will use its power of confiscation where necessary to prevent students from committing crimes or misusing equipment.

All members of the School community are aware they have a duty to bring to the attention of their Head of House, or any member of staff, any example of cyber-bullying or harassment that they know about or suspect.

**What the School will do:**

**Procedures and responsibilities for reporting and dealing with incidents of school bullying:**

## **GUIDANCE FOR STAFF**

If staff suspect or are told about a cyber-bullying incident, they will follow the protocol outlined below:

### **Mobile Phones**

Refer the incident immediately to a Head of House, the Designated Safeguarding Lead or the Deputy Safeguarding Lead who will follow this procedure:

- Ask the student to show the mobile phone if there is a text message – first ensure there is no image (victim and/or bully)
- Ask the student to save the mobile phone message and confiscate the phone to the fridge in the school office
- Contact the parent/carer to ask them to collect the mobile phone belonging to the bully and/or victim
- Advise the parent/carer of the victim and/or bully on the content of the messages

and explain any sanctions (if any) that will be put in place in school.

### **Computers in school**

Refer the incident immediately to a Head of House, the Designated Safeguarding Lead or the Deputy Safeguarding Lead who will follow this procedure:

- Ask the student to show the screen if there is an email message – first ensure there is no image (victim and/or bully)
- Ask the student to print the message and log off the computer
- Contact the parent/carer to ask them to collect the message belonging to the bully and/or victim
- Advise the parent/carer of the victim and/or bully on the content of the messages and explain any sanctions (if any) that will be put in place in school.
- Refer the student to the Head of IT for restrictions on computer use in school.
- Normal procedures to interview students and to take statements will then be followed particularly if a Child Protection issue is presented.

Any out of school incidents will automatically be referred to all parents/carers to be dealt with at their discretion, unless the Designated Safeguarding Lead advises police contact or referral to the Multi Agency Safeguarding Hub (MASH) as a Child Protection issue.

Images will not be viewed by members of staff but referred to parents/carers or the police.

**The following procedures are the responsibility of the Head of House**

Incident Sheets of bullying incidents completed by staff. Students reporting bullying incidents will be assured of anonymity wherever possible.



Incident sheets passed to a Head of House with information about any sanctions issued if learning has been interrupted



Work/discussion with both the bully and the victim will take place to establish how the current situation came about. No blame and no sanction at this stage. **Parents/Carers of both the victim and bully do not necessarily need to be notified at this point.**



Students will be supported to 'put things right on their own, with a clearly defined staged-approach providing clear choices to those involved, thus building resilience and positive solution-focussed problem-solving and restoration.

**If the above low-key approach does not stop the outlined bullying behaviour**

Parents/Carers will be informed by the Head of House or the SLT Pastoral team.



The Head of House will refer the victim to support, which could include peer mentoring, staff supervision and, possibly, referral to the Pastoral Mentors within the school. Support will be offered to the bully via the LSU Mulberry Centre. This will be done via the Care Meeting.



Depending on the nature, frequency and severity of the bullying incident action taken will be in accordance with the School Behaviour Policy.



**If necessary, the Head of House will seek further support from the appropriate SLT member who, in turn, may seek support from the Headteacher and the Governors of the school.**



Written details (Incident Sheets) of the incident will be filed in both victim's and the bully's personal records.

 **Anti Bullying - Student Guide**

