

Easthampstead Park Community School

Anti-Bullying Policy



All students have a right not to be bullied and bullying is always unacceptable. It is the responsibility of every student and member of staff to report incidents of bullying. It is the school's responsibility to investigate and take appropriate action.

This policy outlines what Easthampstead Park Community School is doing to prevent and tackle bullying.

The policy has been drawn up through the involvement of the whole school community.

Definition of bullying

Bullying is "Deliberate, hurtful behaviour which is usually repeated over a period of time and in circumstances where it is difficult for those being bullied to defend themselves"

Bullying includes: name calling; taunting; mocking; making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful rumours and all types of cyber bullying.

Cyber-bullying is an aggressive, intentional act carried out by a group, or an individual, using electronic forms of contact against a victim who cannot easily defend themselves.

By cyber-bullying, we mean bullying by electronic media:

- Bullying by texts or messages or calls on mobile phones
- The use of mobile phone cameras to cause distress, fear or humiliation
- Posting threatening, abusive, defamatory or humiliating material on websites, to include blogs, personal websites and social networking sites
- Using e-mail to message others
- Making threatening, abusive, defamatory or humiliating remarks in chat rooms, to include Facebook, Bebo, Yik Yak, Snapchat and YouTube

Legal Issues

Cyber-bullying is generally criminal in character. The law applies to cyberspace.

- It is unlawful to disseminate defamatory information in any media including internet sites.
- Section 127 of the Communications Act 2003 makes it an offence to send, by means of a public electronic communications network, a message or other matter that is grossly offensive or one of an indecent, obscene or menacing manner.
- The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.

Causes of bullying

Bullying can happen to anyone. It includes hostility or prejudice towards an individual or a group because of someone's:

- Race, religion, nationality or culture
- Special educational needs
- Intelligence or work ethic
- Appearance or health conditions
- Sexual orientation
- Home circumstances such as being young carers or looked after children
- Physical or mental disability

- Gender

Who is covered by this policy?

This policy covers the bullying of students and staff, whether by students, parents/carers or other staff.

Our school community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that students are aware that all bullying concerns will be dealt with sensitively and effectively, that students feel safe to learn, and that students abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilizes support from the Local Authority and other relevant organisations when appropriate.

Preventing, identifying and responding to bullying

We will:

- Work with staff, the police and outside agencies to identify all forms of prejudice-driven bullying.
- Continue to train and support our Peer Mentors in their anti-bullying work.
- Actively provide systematic opportunities to develop students social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the Student Councils.
- Train all staff including lunchtime staff, learning mentors and LSC staff to identify bullying and follow school policy and procedures on bullying.
- Use, as appropriate, the full range of sanctions with students that bully.
- Actively create 'safe spaces' for vulnerable and young people.
- Report clearly and simply to parents.
- Engage with parents promptly.
- Record all incidents of bullying on the green Bullying Report Form and add the information to the database.

Involvement of students

We will:

- When appropriate canvass students and parents/carers views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure students are confident that bullying will be dealt with by the school.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools.
- Publicise the details of helplines and websites.
- Offer support to students who have been bullied.
- Work with students who have been bullying in order to address the problems they have.

Monitoring and Review

We will review this policy once every two years or sooner if needed.

Report to Governors once a term.

Responsibilities

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teachers and Non-Teaching Staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Students to abide by the policy.
- Everyone in the whole school community to report incidents of bullying.

Links with other school policies and practices

This policy links with a number of other school policies, practices and action plans including:

- Complaints policy
- Behaviour policy
- Confidentiality policy
- The e-safety policy
- The teaching of Citizenship and PDC
- The School Development Plan

The named contact for this policy is Senior Teacher in Charge of Behaviour.

Reviewed and Revised:	January 2021
Responsibility for Implementation and Review:	Deputy Headteacher Student Support Committee
Date of Next Review:	January 2022