



Anti-bullying Policy

Status: Active

Date: February 2022

Review Date: April 2024

Governor Leadership: Chair of PG and W Committee

Executive Leadership: Head

Key Manager: Assistant Head teacher with responsibility for Safety.

Consultation/signing group: PG & W Committee

What the pupils need to know:

- We will not allow bullying to take place in our school.
- You can always tell a grown up.
- We will teach you that bullying is always wrong.

What every member of staff needs to know:

- We will always ensure that any form of bullying is addressed straight away!
- We will report any concerns to the welfare lead, class team or Head of the relevant department.
- We will always ensure that our children feel safe in school.

What every adult needs to know:

- Cromwell High School will not allow bullying in any form.
- Any adult that witnesses any form of bullying must ask and report it.
- Bullying is resolved by teaching children a better way.

Procedures:

Two yearly review of policy by the Ethos Governors.

Any safeguarding issues or concerns to go to Welfare and Safeguarding Lead.

Monitoring and Management:

Personal Growth and Welfare Governors to review every two years.

Safety led to review and resubmit every two years on as changes in national guidance occur.

Cromwell High School.

Learning today for a better tomorrow.

Anti-Bullying Policy.

Reviewed: 14th Feb 2022

Rationale

The aim of the anti-bullying policy is to ensure that children learn in a supportive, caring and safe environment without fear of being bullied. Cromwell High School aims to support all victims of bullying to the fullest extent and re-educate any party that adopts any form of anti-social behaviour, as it is only through reflection and re-education that bullying can be stopped. It is this rationale that is at the core of the school's co-location with Rayner Stephens and its many outreach partners.

In the rare event that the school's interventions would not be successful and the parties involved display no change in attitude, then that party will be excluded from the school for the benefit of the school as a whole, as all children have the rights to learn in a safe, caring and bully free environment.

Culture of the Bullying

Bullies only have power when they are allowed to adopt anti-social behaviours without fear of being challenged about their actions!

A culture of support, observation and clear intervention is needed to reduce bullying; everyone deserves the chance to change! However, if people are unwilling or unable to do so then they should be prepared for the consequences of their (informed) actions.

Definition

Bullying is anti-social behaviour that affects everyone; it is unacceptable and will not be tolerated at Cromwell High School.

Bullying is defined as deliberately hurtful behaviour, **repeated over a period of time**, where it is difficult for those being bullied to defend themselves or access the relevant support.

The three main types of bullying are:

- Physical (To cause bodily harm to another person.)
- Verbal (Name calling, racist remarks, sarcasm with the intent to mock or humiliate - this can take place in person or through other methods such as online & texting.)
- Indirect (Spreading rumours, excluding someone from social groups, E-bullying and through the use of digital media commonly known as cyberbullying.)

Bullying in its many forms can have long lasting effects upon children and young adults, especially those with a learning disability, communication problem or who have already suffered an emotional trauma during their young lives. It is integral to the school's ethos that all of our children feel safe to talk to an adult who will then act in their best interest!

Within all types of bullying any and all forms of discrimination may also take place, this can include gender, race, sexual identity, social standing to name a few. Any form of discrimination is not tolerated in our school.

Reporting bullying:

Our children must be encouraged to report bullying in school to a teacher or staff member. For those children who are unable to advocate for themselves, any person or persons that have observed any form of bullying must report what they witnessed to staff. This can be done directly to a teacher, through the use of a behaviour form or via CPOMS. All staff have a duty of care to report any such events or concerns.

All events of bullying (including racist, homophobic and gender) logged and followed up by the school's behaviour manager. These reports are then shared termly with Governors of the Ethos committee. They are also reported on the SIP, which is reviewed termly and presented to Governors.

Children are all encouraged to report any bully to staff, which is reinforced annually during our ongoing work with the Anti-bullying alliance. All children are asked about bullying through the use of the school's Pupil Voice survey (conducted termly each year). Should any child trigger any of the three personal safety questions or state that some is unkind to them over and over again then action is taken directly.

In the case of bullying related to children from Rayner Stephens, staff are to request that they give you their name, which is to be taken to their Head of Year. If the child refuses to make their identity known, then follow them past one of the cameras located in school (make a note of the time and that children will be located by staff).

Why is it Important to Respond to Bullying?

This policy is designed to ensure that, as a school, we are alert to signs of bullying and act promptly against it, so that all children that attend Cromwell High School have the best possible experience during their time here.

The negative effects of bullying are well documented. It is clear that bullying in whatever form it takes must be dealt with and all staff must make all efforts to fulfil their 'Duty of care,' to our students.

Supporting emotional wellbeing and mental health

'We want to give all children and young people the best chance of a happy and healthy life. Their emotional wellbeing and mental health are fundamental to this ambition.'

Sir Alan Steer - Safe from Bullying report has also been instrumental to the construction and development of this policy.

What are the signs of bullying?

If a child is being bullied

A child may not directly tell you that they are being bullied, but may display other symptoms like headaches, irritability and anxiety, and may not want to go to school. If a child is behaving like this or out of character and you suspect they are being bullied, try talking to them about:

- their progress with school work
- friends at school
- what they do at lunchtimes and breaks
- any problems or difficulties they are facing

Finding out a child is being bullied can be very upsetting, but if this happens, try to talk calmly to them about what is happening and:

- make a note of what they say: who was involved, where, when and how often?
- reassure the child that they have done the right thing by telling you
- tell the child to report any further incidents to a teacher straightaway or other adult that they trust.
- don't ask leading questions or tell the child that you will not pass this information on.

Cyberbullying

It is believed that two thirds of all bullying are verbal, and increasingly this happens in un-moderated personal exchanges such as instant messaging, or via other forms of digital messages on mobile phones, tablets, game consoles and through social media. Bullying can be subtle, but most of the time, a child being bullied will know who is doing it to them.

What you can do:

- get them to show you any messages they've received or to tell you immediately if anything new happens;
- tell them never to respond to an internet bully on social media and never respond to abusive text messages;
- tell them that bullying usually stops once they tell other people about it;

- if bullying or abuse starts online, encourage the children to leave immediately and tell you - you can then contact the moderator or the site manager/editor normally through the 'Report abuse' icon;
- all children are taught the school's 3 Ts – Turn away, turn off and tell!
- tell them never to give out personal contact details online or put photographs of themselves up on websites or other such media platform;
- in school, no child should be at any time be using an unfiltered device or accessing personal e-mails or social media sites.

Once again, it is massively important that we advocate for children who are unable to advocate for themselves!!!

What actions will the school take? (Procedures in school.)

All reports of bullying will be followed up by staff, these are then overseen and monitored by the school's behaviour manager/Welfare manager dependent upon who has been notified.

Once a case of bullying has been established, then the child/children will be debriefed about their actions.

Parents/Guardians will be informed, as a school a plan to 'Make things better' will be put into place and the child closely observed for the foreseeable future. Both the child and parents/guardians will enter into a home school agreement, stating what actions they will take to prevent these types of anti-social behaviour taking place. The agreement will also state what support and guidance the school is to offer to help modify the child/children's behaviours.

The repair process is centred around the re-education of the child about the effects of their actions (such work is set by the behaviour manager and is adjusted for the learning needs of the child in question.)

All reasonable adjustments are to be made for children with ASC, in such cases advice from the NAS and school SENCO will be adopted.

The welfare manager will then contact the families of both children and work with them to ensure they feel supported and have implemented the measures we have put in place to support their children.

Should the home/school agreement fail and the behaviour continue or increase, then the child/children are to be excluded and support from the behavioural support team requested.

In the unforeseeable event that a child's anti-social behaviour is so severe that the school and Behavioural support team are not equipped to deal with the child or group, the child is to be permanently excluded from the school.

All short-term exclusions are undertaken by decision of the Headteacher or most senior member of staff on site. Such actions are only undertaken if a child will learn for the experience.

All permanent exclusions are to go before the Governing body and then the LEA.

Responsibilities:

Stopping bullying in any form that it may take is the responsibility of all members of our school community.

All adults will report any and all concerns related to bullying via the same channels that they would use for any other Child Protection issue, upon which the school Welfare manager will investigate the issue and take the relevant actions as required.

The behaviour manager will act on:

- **If the feedback from the Termly Pupil Voice where children have indicated that 'Someone upsets them again and again'. Investigating who and from that point taking the relevant actions.**
- **If an IRIS form refers to bullying taking place.**
- **If any observations of bullying are observed by any member of staff.**
- **If any disclosures are made by a child or group.**

All adults in school will empower children to feel safe and promote a culture where bullying in any form is not acceptable.

Note:

The information within this policy is based on the 'Preventing and tackling Bullying' document published by the DFE, which was last updated in July 2017.

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>