

Anti-Bullying Policy

RATIONALE

In line with our mission statement, 'Everybody Can Be Somebody', every member of the Courtland School community has the right to feel welcome, secure and happy in school. Bullying of any sort inhibits learning and prevents equality of opportunity. Bullying is based on unequal power relations, real or perceived. It will usually be repeated and can be difficult to defend against. It is intended to hurt the bullied emotionally and/or physically. It is everyone's responsibility to prevent this from happening.

AIMS

- To have an agreed and communicated definition of bullying
- To take steps to prevent incidences of bullying by developing children's social skills and emotional intelligence, through the day-to-day activities and curriculum of the school
- To have systems in place to identify bullying as early as possible
- To have a clear and communicated policy for dealing with bullying, preventing recurrence and supporting victims
- To promote good practice through the use of the MLE

GUIDELINES

Definition

Bullying is repeated and deliberate acts done solely to cause distress to the victim.

It can take the form of name-calling, violence, threatened violence, harassment, isolation, ridicule or indirect action such as spreading rumours.

Bullying can be done verbally, in writing or images, including through communication technology (cyber bullying) e.g. graffiti, text messaging, email or postings on websites. It can be done physically, financially (including damage to property) or through social isolation. Verbal bullying is the most common form.

The school works hard to ensure that all pupils know the difference between bullying and "falling out".

Prevention

- Children are taught social, emotional and behavioural skills through the PSHE/SEAL curriculum and assemblies
- Circle times provide children with opportunities to share their experiences express their views and learn how to empathise with others
- Children share in the development of relevant policies and Codes of Conduct through School Council
- Parents/Carers are consulted on relevant policies in a variety of ways: Questionnaires, Parents' Forum, Website or via Fronter
- There is an E-Safety section on the website which is accessible to all
- Special events such as Anti-Bullying Week ensure that key messages about preventing and dealing with bullying are revisited regularly

Early Identification

- Children and parents/carers are encouraged to report suspected bullying immediately to a member of staff
- Children are made aware that they have a responsibility to report bullying that they see happening to others
- All staff must be vigilant and proactive to signs of distress in children and information is shared in a weekly Inclusion meeting involving all teachers and teaching assistants
- Meal-time supervisors report concerns either directly to teachers and teaching assistants or via the MTS Communication Book (shared at the weekly Inclusion meeting)

Guidance for Teachers

If a bullying incident directed at a child occurs using email or mobile phone technology either inside or outside school time:

- Advise the child not to respond to the message
- Refer to relevant policies including e-safety/acceptable use, anti-bullying and PHSE and apply appropriate sanctions
- Secure and preserve any evidence
- Inform the sender's email provider
- Notify parents of the children involved
- Consider delivering a parent workshop for the school community
- Consider informing the police depending on the severity or repetitious nature of offence
- Inform the LA e-safety officer

If malicious or threatening comments are posted on an Internet site about a pupil or member of staff. Inform a member of SLT, then:

- Inform and request the comments be removed if the site is administered externally
- Secure and preserve any evidence
- Send all the evidence to CEOP at www.ceop.gov/contact_us.html
- Endeavour to trace the origin and inform police as appropriate
- Inform the LA e- safety officer

If this becomes an issue we will consider whether we need to deliver a parent workshop for the school community.

Dealing with Bullying

- All reported incidents of bullying are investigated and taken seriously by staff members. A record is kept of incidents see the Headteacher's Behaviour Log.
- Where bullying has occurred, it is dealt with in accordance with the procedures for responding to serious poor behaviour in the 'Courtland Code'. All families have copies of the Code. Children and their parents/carers are made aware of the consequences of their actions.
- Victims are supported in ways agreed with them e.g. key member of staff they can go to; use of friends to help/support; discussions with parents; regular 'checks'.
- Bullies are helped to improve their behaviour through plans agreed with parents/carers. Outside agencies may be asked for advice. Working in close partnership with parents is vital.

Anti-Bullying Policy

Policy set up:	September 1997 (M. Gate and staff)
Reviewed:	Summer 1998 (M Gate and staff)
Revised:	Spring 2004 (A McClimont, Staff and Parents)
Reviewed	Autumn 2006 (L Walker and staff)
Reviewed:	October 2008 (L Walker and staff)
Reviewed:	September 2010 (L Walker and staff)
Reviewed:	September 2013 (L Walker and staff)
Reviewed:	September 2016 (L Walker and Staff)
Next review:	October 2019