



**Mayesbrook Park School**

Alternative Provision for young people in Barking and Dagenham

# ANTI-BULLYING POLICY

FEBRUARY 2017

# ANTI-BULLYING POLICY

|   |   |
|---|---|
| Version:  | <b>2</b>  |
| Approving Committee:                            | <b>The Governing Body</b>                                   |
| Date Ratified:                                  | <b>01/02/2017</b>   |
| Reference Number                                | <b>1</b>  |
| Name/Department of Originator/Author:           | <b>Graham Blair</b>   |
| Name/Title of Responsible Committee/Individual: | <b>Annie Blackmore Head of MPS<br/>Chair: Robert Turner</b> |
| Date Issued:                                    | <b>January 2017</b>   |
| Review Date:                                    | <b>January 2019</b>   |
| Target Audience:                                | <b>Staff/Parents/Governors/LA</b>                           |

| Version   | Date       | Control Reason  |
|-----------|------------|-----------------|
| Version 2 | 01/02/2017 | Quality control |
|           |            |                 |

## **Anti-Bullying Policy**

The Governing Body, Head teacher and Staff will ensure that the policy is implemented equally in all cases, without regard to ethnic origin, cultural differences, gender, disability or sexuality issues. They will ensure that students are listened to and that their concerns are appropriately addressed.

This policy will be monitored by the headteacher

### **Rationale**

This Anti-Bullying Policy Statement incorporates the views and expectations of the Local Authority. All members of the school community are entitled to conduct their activities without the fear of being bullied. All forms of bullying, verbal and physical, prevent the community from carrying out its tasks in the most effective way.

As a school we have adopted the NSPCC definition of bullying:

**“Bullying is behaviour that hurts someone else – such as name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home or online. It’s usually repeated over a long period of time and can hurt a child both physically and emotionally.”**

### **Educating Students, Parents/carers/carers and Staff about bullying**

The school aims to create a climate in which bullying is not tolerated. This will be done by:

- Identifying the kinds of bullying that take place and ensuring that all members of the school community know that these activities are not tolerated.
- Ensuring that all students feel confident enough to report instances of bullying. □ Running a high profile awareness campaign (Assemblies, Cross-curricular activities) □ Providing opportunities for bullies and those being bullied to receive counselling.
- Providing students with opportunities to consider in depth a range of issues associated with bullying.
- The students are given responsibilities to review all anti-bullying procedures in school.
- Any bullying by means of an electronic device in or out of school will not be tolerated and will be referred to the School’s Community Police Officer.
- Procedures for Dealing with Instances of Bullying
- The bullied person should report that they have been bullied.

#### **The school will ensure that:**

- 1) Alleged victims are listened to; taken seriously; are reassured that all possible steps will be taken to ensure their safety and are informed of the timescale of any investigation;
- 2) Alleged bullies are listened to; are taken seriously; are informed of what action will be taken and are informed of the timescale of any investigation;
- 3) Parents/carers/carers of bullied children are aware of what action the school will take when bullying is reported. The school will make suggestions about appropriate action on the part of the parent;
- 4) Parents/carers/carers of children who bully are aware of what action the school will take when bullying is reported to them and make suggestions about appropriate action on the part of the parent;
- 5) Ensuring that all members of the school community receive training on the causes and effects of bullying through the pastoral curriculum.
- 6) All staff are aware of what action to take when bullying occurs.
- 7) Anyone not involved but aware of instances should report them.

Such reports will be taken seriously and acted on specifically, the school will ensure that:

- Alleged victims are listened to; taken seriously; are reassured that all possible steps will be taken to ensure their safety and are informed of the timescale of any investigation;
- Alleged bullies are listened to; are taken seriously; are informed of what action will be taken and are informed of the timescale of any investigation;
- Parents/carers/carers of bullied children are aware of what action the school will take when bullying is reported. The school will make suggestions about appropriate action on the part of the parent; Parents/carers/carers of children who bully are aware of what action the school will take when bullying is reported to them and make suggestions about appropriate action on the part of the parent; □ All staff are aware of what action to take when bullying occurs.
- Issue anti-bullying information to students through the planner, PSHE/Citizenship/ Skills of Life lessons and Assemblies.

### **Educating Students, Parents/carers/carers and Staff about Cyber-bullying**

Cyber-bullying uses technology to harm a person, group of people or a relationship and can happen both inside and outside of school and at any time of the day or night. Types of Cyberbullying included:

- Abusive messages on social media sites such as Facebook
- Sharing inappropriate messages via social media or text messaging services □ Inappropriate use of emails

The school aims to create a climate in which bullying is not tolerated. This will be done by:

- Identifying the kinds of bullying that take place and ensuring that all members of the school community know that these activities are not tolerated.
- Ensuring that all students feel confident enough to report instances of bullying.
- Running a high profile awareness campaign (Assemblies, School Newsletter, Cross-curricular activities).
- Providing opportunities for bullies and those being bullied to receive counselling.
- Providing students with opportunities to consider in depth a range of issues associated with cyber-bullying.
- Ensuring that all members of the school community are aware of the guidelines.
- The students are given responsibilities to review all anti-cyber bullying procedures in school.
- Any bullying by means of an electronic device in or out of school will not be tolerated and will be referred to the School's Community Police Officer.

### **Procedures for Dealing with Instances of Bullying**

Issue anti-bullying information to students through PD lessons and Assemblies.

### **Educating Students, Parents/carers/carers and Staff about Anti-Homophobic and Transphobic Bullying**

The school aims to create a climate in which bullying is not tolerated. This will be done by:

- Identifying the use of homophobic language that is used to belittle those who are or are thought to be lesbian, gay, bisexual or transgender (LGBT) and following the guidelines which ensure:
- No LGBT student or staff member is made to feel or referred to as inferior. This may also include those who have LGBT friends, parents/carers/carers/carers or other family members
- Persistent use of homophobic bullying or language will be dealt with in the same way as any other form of bullying
- Ensuring that all students feel confident enough to report instances of bullying.

- Running a high profile awareness campaign (Assemblies and through curriculum activities). □ Providing opportunities for bullies and those being bullied to receive counselling.
- Providing students with opportunities to consider in depth a range of issues associated with bullying.
- Ensuring that all members of the school community are aware of the guidelines.
- Students are given responsibilities to review all anti-bullying procedures in school.
- Any bullying by means of an electronic device in or out of school will not be tolerated and will be referred to the School's Community Police Officer.

### **Procedures for Dealing with Instances of Racial Discrimination or harassment**

Who can be a victim of Racial Discrimination or harassment? - Everybody.

#### **What does 'Racism' mean?**

Racism includes what is commonly called 'prejudice'. In the context of race it includes holding stereotyped notions about the qualities and abilities of different racial groups, and allowing these notions to influence your attitude and/or behaviour towards individuals. Racist attitudes and behaviour can occur within any group. It is important to be vigilant in school and to counter any forms of racism.

#### **Educating students, Parents/carers/carers and Staff about Racist Bullying including: a)**

Racist name calling.

b) Hostile, insulting or contemptuous reference to:

- A child's clothing or dietary requirements which are prescribed by his/her religion;
- A child's religious or social practices where these are part of the child's inherited culture.
- Islamophobia
- A child's name

c) Bullying (including physical abuse and threat of physical abuse or other intimidation) based on racism.

Racist attitudes and prejudices can find their way into school from outside. These attitudes affect all of the children and can undermine our efforts to educate the children for life in a multi-cultural society.

The school aims to create a climate in which racism is not tolerated. This will be done by:

- Identifying the use of racist language that is used to belittle students and staff
- No student or staff member is made to feel or referred to as inferior because of their race or religion
- Not dismissing racist language as being called 'banter'
- Persistent use of racist bullying or language will be dealt with in the same way as any other form of bullying □ Ensuring that all students feel confident enough to report instances of bullying.
- Running a high profile awareness campaign (Assemblies and through curricular activities) □ Providing opportunities for bullies and those being bullied to receive counselling. □ Providing students with opportunities to consider in depth a range of issues □ Associated with bullying e.g. through Beat Bullying Workshops.
- Ensuring that all members of the school community are aware of the guidelines.
- The School Council are given responsibilities to review all anti-bullying procedures in school.
- Any bullying by means of an electronic device in or out of school will not be tolerated and will be referred to the School's Community Police Officer.