



SOUTH NEWCASTLE FEDERATION



CLAYTON HALL BUSINESS AND LANGUAGE COLLEGE and NCHS – THE SCIENCE COLLEGE

STATUTORY POLICY

ANTI-BULLYING POLICY AND GUIDANCE

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DATE OF APPROVAL BY FULL GOVERNING BODY	June 2012
REVIEW DATE	May 2014
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ANTI-BULLYING POLICY AND GUIDANCE

This policy has been developed in conjunction within the DfE guidelines, Safe to Learn: Embedding anti-bullying work in schools (September 2007).

In embracing this policy Clayton Hall Business and Language College and NCHS – The Science College have consulted the following policies:

School Strategic Policy
Curriculum Policy, including PSHE
Safeguarding Policy
Behaviour and Attendance Policy
Behaviour for Learning Policy
Health and Safety Policy
Equality and Diversity Policy
E-Safety Policy

It is intended that anti-bullying strategies will be linked to these policies upon their review dates.

The Government defines bullying as:

“Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally”.

The policy will be reviewed in May 2014 and as part of the review, parents, staff and students will be consulted.

Roles and Responsibilities

The Governing Body will:

- Make, and from time to time review, a written statement of general principles to guide the head teacher at the appropriate school in determining measures to promote good behaviour;
- Consult the head teacher at the appropriate school, other appropriate members of staff, parents and all pupils on this statement of principles;
- Promote the well being of pupils in their schools;
- Exercise their functions with a view to safeguarding and promoting the welfare of pupils;
- Produce an Annual Profile answering the question “How do we make sure our pupils are healthy, safe and well supported?”;
- Have a race equality policy; and assess and monitor the impact of these policies (including the race equality policy) on pupils, staff and parents, with particular reference to the impact on pupils’ attainment;
- Have a disability equality scheme and make reasonable adjustments to avoid placing disabled pupils at a substantial disadvantage in comparison with pupils who are not disabled;
- Establish procedures for dealing with complaints about bullying and all matters relating to the school, and publicise these procedures. The complaints procedure is available from the Head teacher at the appropriate school.

The Head Teacher at the appropriate school will:

- Determine the more detailed measures (rules, rewards, sanctions and behaviour management strategies) on behaviour and discipline that form the school's behaviour for learning policy, acting in accordance with the governing body's statement of principles in so doing. The policy determined by the head teacher at the appropriate school must include measures to be taken with a view to "encouraging good behaviour and respect for others on the part of pupils and, in particular, preventing all forms of bullying among pupils";
- Publicise the measures in the behaviour policy and draw them to the attention of pupils, parents and staff at least once a year.
- Determine and ensure the implementation of a policy for the pastoral care of pupils;
- Ensure the maintenance of good order and discipline at all times during the school day (including the midday break) when pupils are present on the school premises and whenever the pupils are engaged in authorised school activities, whether on the school premises or elsewhere.
- Ensure that appropriate training is provided for all new staff (teaching and non teaching) as part of the induction process.

Teaching and Support Staff will:

- Promote the general progress and well-being of individual pupils and of any class or group of pupils assigned to them, which includes ensuring, as far as possible, that pupils are free from bullying and harassment.; and
- Apply the school rewards and sanctions lawfully.

Statement of Intent

The aim of this policy is to react proactively to any form of bullying within Clayton Hall Business and Language College and NCHS – The Science College. To do this the school will:-

- Promote a school climate where everyone has the right to learn and teach without discrimination or threat;
- Follow the principles of The Anti- Bullying Charter: Bullying – A Charter for Action;
- Involve the whole school community in defining "bullying"; to review and further develop the policy
- Ensure that pupils who experience bullying are heard, know how to report bullying, how to get help and are made to feel safe;
- Ensure that pupils who engage in bullying are held to account for their behaviour, learn how to behave in ways that do not cause harm in the future and how to take steps to repair the damage that they have caused;
- Communicate to staff on an annual basis the anti-bullying stance the school takes;
- Provide the opportunity for staff to engage in and develop the anti-bullying work within the school;
- Continually develop best practice based on knowledge of what works; work with student, parents and other stakeholders to find solutions to bullying issues;
- Review the anti-bullying policy every two years;
- Provide curriculum opportunities, such as within PSHE, form time/assemblies or Citizenship, to address the destructive nature of bullying;
- Make all staff aware of the need to be vigilant when dealing with students and to act quickly and effectively if any form of bullying is discovered;
- Work within the support mechanisms, i.e. pastoral system and peer counsellors to address issues of bullying; work in partnership with parents, other schools and with Children's Services and Community partners to promote safe communities.

- In Extreme cases, or for repeated offences exclude students from school for this behaviour.

In working as outlined above it is our intention to promote a school culture where bullying of any kind is unacceptable and where, if it takes place, we act quickly and appropriately. Some of the strategies used to reduce bullying include;

- Education through PSHE programmes and assemblies;
- Having staff on duty in all areas of the school before and after school as well as at break and lunch times;
- Monitoring behaviour through the use of CCTV;
- Monitor comments made by pupils through email/internet via the use of security

These actions are in keeping with and complementary to the school's Behaviour Policy.

Within the school, bullying is deemed to be repeated behaviour which seeks to cause harm or distress by one person(s) to another.

Bullying can take place between pupils, between pupils and staff and pupils. It can include but is not limited to: name calling; taunting; mocking; offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or internet; producing offensive graffiti; gossiping; excluding people from groups; and spreading hurtful and untrue rumours.

Specific types of bullying include: bullying related to race, religion or culture; bullying related to special educational needs (SEN) or disabilities; bullying related to appearance or health conditions; bullying related to sexual orientation; bullying of young carers or looked after children or otherwise related to home circumstances; sexist or sexual bullying.

All forms of bullying are unacceptable and we will expect the highest standards of behaviour and understanding for all members of the school community. Clayton and NCHS are within a large community and well-being and harmony are based on tolerance and understanding.

At Clayton and NCHS we:

- ✓ Expect all members to act in a socially responsible manner
- ✓ Want all members of our community to be respectful and supportive
- ✓ Would expect everyone to refrain from any form of behaviour that constitutes bullying
- ✓ Expect all members of our community to report all incidents of bullying to:
 - A teacher
 - Their form tutor
 - A Head of College or House
 - The link prefect (when appropriate)
 - Peer Counsellors
 - The School nurse
 - The School counsellor

In all cases the Head of College/House will be informed and incidents of bullying will be recorded on SIMS.net. Monitoring and analysis will take place and form part of the whole school behaviour and monitoring cycle.

Where necessary complaints will be dealt with most effectively by retaining the anonymity of the source. All complaints will be dealt with in line with the Federation Complaints Procedure which is available from the Head Teacher at the appropriate school.

In each case the school will act on this information and will issue a graded response depending on the severity and repetition. These may include:

- Talking to both parties, including restorative approaches
- Putting students on report
- Preventing students from fraternising with each other
- Referral to the school nurse
- Isolation
- Meeting(s) with parents
- A Behaviour support plan and/or pupil support plan
- Exclusion

In all cases the parents/carers of both parties involved will be contacted.

In specific cases there may be a need to adopt a group approach to the solution and then appropriate professional support may be required. The schools will seek to find any additional resources required to resolve any bullying incidents.

South Newcastle Federation will comply with it's legal duty to report all cases of racial bullying to the Local Authority. Similarly the schools also have a specific duty to eliminate disability related harassment under the Disability Discrimination Act 1995.

This Policy will be monitored by the Head Teacher at the appropriate school.

The Head Teacher at the appropriate school will report on this annually in his report to governors in March of each academic year.