



Anti-Bullying Policy

1.0 Anti-Bullying and 'The Elmgreen Way'

This policy applies to all staff and students of The Elmgreen School.

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents/carers and students.

Our principles and ethos are driven by equality of opportunity, inclusion and celebration of our differences. At The Elmgreen School students are known and are respected as individuals. The Elmgreen Way requires all members of our community to '**look after ourselves and each other**'. Bullying, discriminatory behaviour and harassment of others will not be tolerated. We place emphasis on students speaking out against any incidents of bullying behaviour experienced by themselves or others.

2.0 The Restorative Approach

2.1 The restorative approach underpins the ethos and philosophy of The Elmgreen Way in making, maintaining and repairing relationships and for fostering a sense of social responsibility and shared accountability. This approach ensures the challenge of any deeply-held notions about power and control and the urge to make things unpleasant for someone.

2.2 When harm has been caused by inappropriate, sometimes thoughtless, negative behaviour there will be a Restorative Justice (RJ) meeting. This gives all involved the opportunity to:

- Tell their side of the story and feel heard
- Understand better how the situation happened
- Understand how it can be avoided another time
- Feel understood by the others involved
- Agree a way to move on and feel better about themselves

Taking part in a 'RJ' is not an easy option for the person who has caused the harm and many say it is easier to be excluded. Facing up to the harm they may have caused is one of the drivers for changing behaviour and repairing relationships.

3.0 No Blame Approach

- 3.1 In this method, the victim, or target, of the bullying is interviewed and asked to draw a picture and/or write a poem/account about the effect bullying has had. A teacher will then hold a meeting with the bully or bullies. This may include those who may have seen the incidents and others who may not be directly involved. The teacher explains how the victim is feeling and the group then offers suggestions to find a solution.
- 3.2 This approach is introduced to Year 7 students through the delivery of Assemblies, PSHE and Tutor Time, in order to develop an “early intervention” attitude toward the prevention and handling of bullying from an early stage with each new cohort of students.

4.0 Key Principles

- 4.1 The aim of the Anti-Bullying Policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied, victimised or discriminated against. Bullying is anti-social behaviour and affects everyone. It is unacceptable and will not be tolerated. Only when all incidences of bullying are addressed will students be able to fully benefit from the opportunities available at The Elmgreen School.

5.0 Context

- 5.1 Bullying is defined as **deliberately hurtful behaviour, repeated over a period of time**, where it is difficult for those being bullied to defend themselves. The main types of bullying are:
- Physical (hitting, kicking, theft)
 - Verbal (name calling, racist or homophobic remarks)
 - Indirect (spreading rumours, excluding someone from social groups)
 - Cyber bullying (social networking, texting, emailing)
- 5.2 Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Students must be encouraged to report bullying in schools.
- 5.3 Our teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.
- 5.4 Our Equalities and Behaviour Policies make it clear that all our students have the right to feel safe from bullying.
- 5.5 We have a robust and consistent approach to bullying, which makes it clear that bullying will not be tolerated. We recognise the fact that some students are more vulnerable than others and we have a particular duty to ‘look after each other’.

6.0 Reporting, Recording and Resolving Issues of Bullying

6.1 The following steps may be taken when dealing with incidents:

If bullying is suspected or reported, the member of staff who has been approached will listen to the student reporting, record the incident on SIMS and refer the student, information and statement to the student's Head of Year and Tutor.



The Year Team will speak to the student and then make contact with the family/carer to inform them of the report that has been made and explain the next steps as outlined in the schools Anti-Bullying Policy.



The Year Team will interview all parties concerned. Statements will be collected from each student interviewed.



Where possible, the incident will be resolved through the Restorative/No Blame Approach. This does not negate the implementation of a consequence for the bullies. The Year Team will consult on an appropriate sanction and families of the bullies will be informed of this.



The family of the student reporting the bullying will then be updated on the outcome of the investigation via a phone call or a meeting with the Year Team.

7.0 Cyber Bullying

7.1 Students who are victims of cyber bullying are able to use a Child Exploitation and Online Protection (CEOP) Command button embedded on the school website home page and school VLE in order to report incidents of cyber bullying. The school has a designated CEOP trained member of staff who works in conjunction with the CEOP Command in order to promote the safeguarding of students online and disseminate education relating to e-safety throughout all year groups. Any information reported through the use of the CEOP button will be passed to the Year Leadership Teams and the person responsible for the logging and monitoring of bullying incidents.

8.0 Students

8.1 Students who have been bullied will be supported by:

- Restoring self-esteem and confidence.
- Discussing what happened
- Discovering why they became involved

8.2 The Year Team will monitor the student reporting the bullying as well as the student identified as the bully.

8.3 Students who have bullied will be helped by:

- The Bullying Log will be updated and reviewed each term.
- Offering an immediate opportunity to discuss the experience with a Tutor, Head of Year, or a member of staff of their choice
- Reassuring the student
- Offering continuous support, including access to the school counselling service
- Establishing the wrong doing and need to change
- Informing parents/carers to help change the attitude of the student
- Referral for additional support through the Inclusion Team.

8.4 The following disciplinary steps can be taken in accordance with the school Behaviour Policy:

- Official warnings to cease offending, including meetings with families
- Detentions
- Internal Exclusion
- Fixed-Term Exclusion
- Referral to another school for a fixed period or to an alternative education provision
- Permanent Exclusion.

9.0 Parental Engagement

9.1 As a Parent Promoted school, The Elmgreen School encourages parental engagement in all aspects of their children's lives. If you feel or are made aware that your child is experiencing bullying, please contact your child's Tutor in the first instance. As the person who sees your child for two significant periods of time each day, your child's Tutor is best placed to work with you, your child and any other necessary key members of staff to work towards resolving the reported issue. This may take the form of a phone call or a meeting initially to clarify the issues which were raised. Your child's Tutor/Head of Year will work with you to ensure that you are kept informed of any developments and the final outcome at the end of the investigation.

10.0 Prevention of Bullying and Development of Student Awareness

10.1 At the Elmgreen School students are taught how to 'look after themselves and each other' We continually raise student awareness of the nature of bullying, how to stay safe and E-safety, through the inclusion of anti-bullying and equalities issues in PSHE, Tutor Time, Assemblies and workshops. These learning opportunities ensure that as well as the prevention and reporting of bullying, students are educated on the cause and effect of bullying

11.0 Monitoring, evaluation and review

11.1 This Policy will be promoted and implemented throughout the school. Incidents of bullying will be monitored and reviewed on a weekly basis and recorded each term on the central Bullying Log by the member of staff responsible for the monitoring of bullying. This Policy will be evaluated and reviewed annually.

Review period: Annually

Last Reviewed: July 2018

Next Review: July 2019