



Davenant Foundation School

ANTI-BULLYING POLICY

Last Reviewed: October 2023

Next Review: October 2025

This policy has been reviewed and to the best of our knowledge we do not feel that it impacts on any group or individuals' equality rights within our school community

POLICY DETAILS

Policy Name	Anti- Bullying	Committee Responsible	Curriculum and Standards
Status	Discretionary	Committee Person i/c	Mr Thorne
Produced by	Ms Heaphy	First Agreed	
Date Produced	March 2004	Last Review Date	October 2023
References		Next Review Date	October 2025

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our students by nurturing mind, body and spirit of each child so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

This policy covers situations involving bullying of/by students.

Statutory duty of schools

Headteachers have a legal duty under The Education and Inspections Act 2006, Independent School Standards Regulations 2014 and Equality Act 2010 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Guidance is provided in "Preventing and tackling bullying. Advice for headteachers, staff and governing bodies. July 2017" is available on the gov.uk website.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying may be, but not exclusively:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, hitting, punching or any use of violence
Racist	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focusing on the issue of sexuality
Verbal	name-calling, sarcasm, spreading rumours, teasing

Cyber	All areas of internet and social media Mobile threats by text messaging & calls Misuse of associated technology , i.e. camera & video facilities
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Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect, as our vision and values state. Individuals who are bullying need to be supported in developing different behavior patterns.

We have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- All members of the community know that bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings

- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures

1. Report bullying incidents to staff
2. In cases of bullying, the incidents will be recorded by staff. This is kept centrally and is categorised by type.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise
- 2) Disciplinary action will be taken as appropriate. In serious cases, suspension or even exclusion will be considered
- 3) If possible, the students will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Implementation

School

The following steps may be taken when dealing with incidents:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- a clear account of the incident will be recorded and given to the Head of Year
- The Head of Year (or other appropriate member of the Pastoral team), will interview all concerned and will record the incident
- Form tutors will be kept informed and if it persists the Head of Year will advise the appropriate subject teachers The SLG will be informed and appropriate action taken as required.
- parents will be kept informed
- punitive measures will be used as appropriate.
- bullying by and to Davenant Students may also occur outside the school premises. The school has the power to discipline pupils for misbehaving outside school premises "to such an extent as is reasonable". This may include school or public transport or outside local shops.

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a form tutor or, if possible, member of staff of their choice
- reassuring the pupil
- offering continuous support
- taking measures to try and restore self-esteem and confidence.
- Providing mentors or counselling if needed

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil.
- Records will be kept in line with the retention policy.

The following disciplinary steps can be taken:

- official warnings to cease offending
- detention
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through PSHE lessons, form tutorial time and assemblies in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

The school will review this policy every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.