



Bow Street School

Anti-Bullying Policy

Date Published:	June 2016	Signed:
Reviewed Date:	January 2020	
Review Date:	January 2021	
This policy must be read in conjunction with:		
<ul style="list-style-type: none">• Behaviour Policy• Safeguarding Policy• PSHE Policy		

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Introduction

We understand that bullying can strike anywhere and that bullying can happen in school as in other walks of life.

Our policy outlines our commitment to promote and uphold a culture of zero tolerance where we equip students to combat bullying.

In order to deliver on this commitment we nurture each student through bespoke programmes which align to our core values; our values encourage care for all, mutual respect, responsibility and strong partnerships between school, home and the local and wider communities.

We recognise that we cannot fulfil our commitment in isolation. We will work with families to raise awareness of bullying and anti-bullying approaches and draw on support from partner agencies to raise awareness and intervene where appropriate.

Aims and Objectives

At Bow Street our aim is to ensure that all students learn in a supportive, caring and safe environment without the fear of being bullied.

Bullying is an anti-social behaviour which affects everyone; it's unacceptable and will not be tolerated.

In order to secure this aim we will;

- Build an ethos and climate where students feel safe and secure and bullying is unacceptable
- Equip staff and students to spot and report bullying
- Deal with all incidents of bullying quickly
- Outline the responsibilities staff, students and families have to eradicate bullying
- Implement support systems for those who are bullied and those who bully
- Inform all of our stakeholders and those who work with us of our ethos and approach to bullying



The Law

Every school must have measures in place to prevent all forms of bullying as outlined in Section 89 of the Education and Inspections Act 2006.

The Equality Act 2010 outlines the public sector Equality Duty which has three aims and requires all public bodies to;

- *Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act*
- *Advance equality of opportunity between people who share a protected characteristic and people who do not share it*
- *Foster good relations between people who share a protected characteristic and people who do not share it*

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern where there is '*reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm*'. Where this is the case the school staff should report their concerns to their local authority children's social care as outlined in the safeguarding policy.

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind types of harassing or threatening behaviour, or communications which could be a criminal offence. If school staff feel an offence may have been committed they should seek assistance from the police.



Definitions

“Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms and is often motivated by prejudice against similar groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences”. (DfE 2014)

“Bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological, derive from an intellectual imbalance, or by having access to the support of a group or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online”. (DfE 2014)

Kidscape defines cyber bullying as,

“The misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation”.

In order for our students to spot and report bullying at Bow Street we have developed our policy in partnership with them. We have worked with students to develop a student speak list of what bullying looks like which is outlined below. We share and update the list with students regularly to ensure it incorporates the experiences of staff and students.



What does bullying look like?

- Physical- hitting, kicking, spitting, tripping someone up, taking or damaging someone's belongings, making people do things they don't want to.
- Verbal- name calling, insulting a person's family, violent threats, spreading rumours, put downs.
- Emotional/Psychological- excluding someone from a group, humiliation and ridiculing, tormenting and spreading rumours.
- Cyber Bullying- nasty or bullying texts or emails, abuse on social networking sites, sharing of embarrassing photos, web-based attacks, creating websites or profiles to cause harm.

Who gets bullied?

It's important to remember that anyone can be bullied for any reason or no reason at all. Most often bullying is often:

Racist- Bullying based on ethnicity, skin colour, language, religions or cultural practices.

Homophobic- Discrimination based on sexuality and or gender identity.

Sexual- Unwelcome sexual advances or remarks that are intended to cause offence, humiliation or intimidation. This could include pressure to send images of a sexual nature.

Disability- Bullying of individuals who have special educational needs and disabilities.

Based on 'difference'- Bullying based on any perceived difference. This can include, but is not limited to factors structuring the way someone looks or

Dealing with bullying

In order to achieve our ultimate aim for all students to learn in a supportive, caring and safe environment without the fear of being bullied we invest heavily in both Prevention and Intervention.



Prevention

Prevention is better than any cure for bullying. In order to create and nurture a preventative culture and practices our values permeate all we do.

1. We adopt a zero tolerance culture at Bow Street where bullying is seen as unacceptable. Our firm stance offers reassurance to our students, families and partners and also sets the boundaries and expectations for a collaborative culture.
2. The formal, informal and enrichment curriculum equips our students with the knowledge, skills and understanding to care for all, show mutual respect, take responsibility and build strong partnerships at school, at home and within the community.
3. Involve parents in anti-bullying work to ensure they are clear of our expectations and are able to reinforce the value of appropriate behaviour outside of school.
4. Involve students in a whole school approach to ensure they are clear about the part they can play to prevent bullying including when they find themselves as bystanders.
5. Celebrate difference and diversity through a broad and open curriculum and culture where differences between people are explored.
6. Effective staff training which supports staff to understand their responsibilities and how to deploy them. We also provide specific training so that staff understand the needs of students including those with Special Educational Needs and Disabilities and lesbian, gay, bisexual and transgender pupils.



Intervention

When bullying does strike it's important that students feel empowered to report it and we respond with swift effective action. When we have to intervene disciplinary measures will be applied fairly and consistently and reasonably taking into account the needs and vulnerabilities of students. It is also important that we consider the motivations behind any bullying behaviour and whether it reveals any concerns for the safety of the perpetrator.

To ensure our intervention is as effective as it can be we will;

1. Ensure that students, parents/carers and stakeholders know how to and have the confidence to report it. Students and parents/carers will be reminded of procedures to report through induction meetings, reviews and communications home. Students and families will also have open lines of communication with the school to raise any concerns they may have.
2. Equip staff and students to spot bullying through ongoing training and curriculum input. Staff supervise social times to ensure that they monitor student interactions throughout the day and address any issues that may arise.
3. Record incidents and analyse the data to ensure that individual students and patterns of bullying behaviour are identified and addressed through direct support for students and whole school input.
4. Implement disciplinary sanctions. The consequences of bullying will reflect the seriousness of the incident so that others see that bullying is unacceptable. In the most extreme cases this may lead to exclusion. The Bow Street Behaviour Policy will be followed to address incidents of bullying.
5. Engage specialist organisations for help with specific problems. We may draw on support from others where certain forms of bullying have taken place. If bullying was particularly serious, persistent or a criminal offence was committed we would enlist the help of the police or social services.



6. Regularly evaluate and update our policy and practices. We work with our students and staff to ensure that our policy remains relevant and reflects the current climate. The advance of technology brings with it many challenges including the methods bullies may use to cause suffering to others. Regular review and updates will ensure that the whole school population are alert to potential risks and bullying behaviours

Monitoring and evaluation

Senior leaders review and implement the anti-bullying policy and procedures. Whole school bullying incident data and the impact of this policy will be monitored and adjusted to secure a positive climate, zero tolerance culture and comply with statutory requirements.

