

# **ANTI-BULLYING POLICY**

**Codsall Middle School**

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a school to be proud of

**Anti-Bullying Policy**

April 2024

## Principles and Values

As a school we take bullying seriously and it will not be tolerated. Pupils and parents should be assured that any reported incidents of bullying will be responded to immediately. It is entirely contrary to the principles and values we work and live by. All members of the school community have a right to work in a safe and caring environment. They also have a responsibility to contribute in whatever way they can towards the maintenance of such an environment.

### The aims and objectives of Codsall Middle School in formulating this policy are:

- To reduce and eradicate where possible instances in which pupils are subjected to bullying in any form.
- To establish appropriate means of providing after-care should an incident of bullying occur.
- To ensure that all pupils and staff are aware of this policy and fulfil their obligations to it.

### What is Bullying?

- Emotional – being unkind, deliberately excluding or isolating, tormenting
- Physical - pushing, kicking, biting, hitting, punching or any use of violence
- Racial - Racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexual abusive comments
- Homophobic - because of, or focusing on the issue of sexuality
- Cyber bullying - All areas of internet, such as email, and internet chat. twitter, facebook misuse, mobile threats by text messages and calls. Misuse of associated technology, i.e camera and video facilities, I-pad and games consoles
- Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening
- Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records)
- Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are **not** defined as bullying.

There are also some behaviours, which, although they might be unpleasant or distressing, are not bullying:

- **mutual conflict** that involves a disagreement, but not an imbalance of power. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation
- **single-episode acts** of nastiness or physical aggression, or aggression directed towards many different people, is not bullying
- **social rejection or dislike** is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

## Who is covered by this policy?

All pupils whether permanently or temporarily on the school roll, will be covered by this policy. The school and Local Education Authority also treat bullying among their employees as a potential disciplinary matter.

## Action to Combat Bullying

Codsall Middle School will establish and maintain the following activities to combat bullying behaviour:

- The establishment of a record through which all incidents are collated, periodically reviewed and reported
- Communication of the policy and its periodic update in order to ensure that; staff, pupils, parents and governors are continuously aware of the policy and also of their individual responsibility
- Examination of preventative measures such as; alteration to the school environment as well as procedures and practises, in an effort to reduce the risks of bullying behaviour occurring
- Staff training to ensure that all responsibilities in respect of this policy can be delivered in a competent, caring and efficient manner
- Establishing appropriate staff and pupil forums so that current issues in regards to bullying can be discussed on a regular basis

## Specific Implementation

The school will take the following steps to deal with reported incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- An appropriate member of staff will interview all those concerned and will record the incident
- Form tutors will be kept informed and if it persists all other subject teachers will be advised
- Parents will be kept informed

- Punitive measures will be used where appropriate and in consultation with all those concerned

Pupils who have been bullied will be supported by:

- Offering immediate support to discuss the experience with staff member of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self- esteem and confidence
- When appropriate, restorative conversations

Pupils who have been perpetrators of bullying will be supported by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrongdoing and need to change

Informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- Official warnings to cease offending by an appropriate member of staff
- A pre-determined period of time in inclusion
- Exclusion from certain areas of the school premises by the Headteacher
- Minor fixed term exclusion by the Headteacher
- Major fixed term exclusion by the Headteacher
- Permanent exclusion by Headteacher

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion, in PSHCE, form tutorial time, assemblies and subject areas, where appropriate, in an attempt to eradicate such behaviour.

## **Individual Responsibilities**

It is important that pupils recognise the difficulties which staff may encounter in ensuring that the purpose and intent of the Anti-Bullying Policy can be effectively introduced and enforced. In this regard, pupils are expected to:

- Report all incidents of bullying using the procedures in place
- Act in a respectful and supportive manner to their fellow pupils, reporting and suspected incidents which the victim may be afraid to report
- Adhere to and promote the aims and objectives of this policy
- Refrain at all times from any behaviour which would constitute bullying or fellow pupils

## Parents too can play a vital role in supporting our school and this policy by:

- Stressing to pupils the importance of social behaviour
- Reporting any misgivings they have concerning bullying
- Actively endorsing and supporting the Anti-Bullying Policy
- Noting that it is never appropriate to use physical violence towards a bully or to seek a bully.
- Monitor online activities outside of school.
- Ensure that parental settings are set on electronic devices to prevent inappropriate activities.

## Evaluation Procedures

In order to assess the effectiveness of the policy, the following standards will be used as means of measuring performance:

- Variations in number of reported incidents over a given period.
- Individual incident returns, including nil returns within given periods for different age groups
- Variations in number of pupil absences, including post-registration absence, as an indicator of bullying.

The school will review this policy annually and assess its implementation and effectiveness. The process and timescale for review is April 2026. The policy will be promoted and implemented throughout the school.

Final responsibility for its introduction and implementation will rest with the Headteacher, who will consult with the Governing body. However, it is important to remember that all staff, pupils and parents have an active part to play in the evolution, development and maintenance of this policy.

Our ultimate aim is to provide a learning environment, free of any threat or fear which will enable us to support the aspirations, achievement and welfare of everyone in the school community.

Date of Policy Approval 17<sup>th</sup> April 2024

Date of Policy Review April 2026

Policy approved by: *D Smith* (Chair of Governors)