



Park View School
Together We Grow Stronger

Park View School

Anti-Bullying Policy

Ratified on: 01/12/2021

Next review date: 01/12/2023

Authorised by Chair of Governors:

Signature: *N. Fraser*

Name: Noreen Fraser

We at Park View will not tolerate bullying in any form. We firmly believe that every student should feel safe, secure and valued when attending this school. Therefore, bullying is regarded as a very serious matter.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. There are many types of bullying, the main types are

- Physical, (Hitting, Kicking, Theft)
- Verbal, (Name Calling, racist remarks)
- Indirect, (Spreading rumours, excluding someone from social groups).
- Cyber bullying, (When a person or group of people, use the internet, mobile phones or other digital technologies to threaten, tease or abuse someone). (Teacher net, Anti-bullying policy 2008).

Whatever type of bullying behaviour happens - three factors are usually common:

- It is deliberately hurtful behaviour;
- It is a form of abuse which happens more than once and over a period of time;
- The person being bullied cannot defend him or herself.

As part of our Anti-Bullying strategy we actively support and promote the following guidelines and information.

Aims:

- To create climate where bullying is not accepted;
- To enable students to develop/practice appropriate social skills;
- To teach the values which render bullying to be unacceptable;
- To ensure that all school staff, students and parent/carers know how they can both prevent bullying from starting and respond if it happens;
- To empower victims of bullying to seek help and support;
- To help students who bully to change their behaviour;
- Involve everyone: staff, students, parent/carers and governors in acting against bullying whenever and wherever it occurs;
- To evaluate the effectiveness of our anti-bullying policy annually.

Objectives:

- Providing both students and parents and carers with an information and advice booklet;
- Providing staff with relevant training as necessary;
- Discussing bullying issues within the PSHE curriculum;
- Regularly using assembly time to raise the issue of bullying;
- Displaying anti-bullying messages around school;
- Recognizing the achievements of all our students and celebrating success publicly;
- Affording students opportunities and responsibility for shaping our school community and practices;
- Regularly reinforcing the importance of the school's Code of Conduct;
- Treating every reported incident of bullying seriously;
- Continually monitoring the incidents of bullying and conducting an annual survey of learners, including parents

Ways of preventing bullying;

We believe that everybody can help to prevent bullying from starting in the first place and can take action if they find out it is happening.

What you can expect of staff;

- Victims of bullying are listened to, taken seriously, and informed of what action will be taken, they are reassured that all possible steps will be taken to ensure their safety.
- Staff will act discreetly to ensure that problems are dealt with sympathetically.
- Staff will ensure that parents and carers are contacted and kept informed on what action the school decides to take.
- Staff will also contact parents and carers of those that are doing the bullying, and inform them also of the schools actions.
- Parents of students involved in bullying will be informed of possible future action.

What can you do if you are being bullied?

- Do not retaliate by becoming a physical or verbal bully yourself.
- Try to ignore the bullying. If you show that you are not upset, the bully may stop.
- Laugh it off, use humour.
- Tell the bully to stop.
- Don't keep it a secret. Talk about it to family friends or any staff member.
- There are many adults at school who want to help you, they can help you to decide how to handle the situation or they can take action.

Guidelines for parents and carers:

- School provides all parents and carers with information at the time of their child's admission, informing them of ways they can help the school prevent bullying behaviour and how we would like them to respond should their child be affected by the bullying.
- Parent/carers are reminded of the importance of taking an active interest in their child's school/social life: discussing friendships, the school-day, break and lunch-times, journeys to and from school.
- If they think your child is being bullied or have reason to believe that a child is bullying another student you are asked to contact the school immediately. School staff will listen to any concerns and where necessary arrange for a convenient time to meet in school.

Anti-bullying procedures:

Any member of staff who observes or to whom a bullying incident is reported should;

Listen carefully to the student, give them sufficient opportunity discuss their concerns, describe what is, has been happening and treat what they have to say seriously.

Reassure the student that they have done the right thing and thank them for either reporting the bullying themselves and/or agreeing to discuss the matter. Give them support by assuring them that school will take appropriate action.

If it is established that the incident was a one-off, then it should be dealt with accordingly. A note should be made in the learner's diary that they have reported an incident as bullying.

If a pattern of bullying behaviour is established, then the member of staff should record the details on an incident sheet.

A senior member of staff will then take the following action:

- Interview the bullied student and ask them to talk about their feelings and worries, avoiding direct questions about incidents, though trying to establish all involved.
- Contact parent/carers and inform them of the situation and the intended course of action. This will enable better to support their child when they return home and may assist with gathering further information.
- Explain to the bullying learner/s how the bullied learner/s is feeling without discussing details of the incidents or allocating blame. The bullied students may be present if they so wish.
- Clarify with the bullying individual or group that they are responsible and can do something about it. The focus is continually upon a solution to the problem rather than apportioning blame.
- Ask the bullying individual or individuals in turn to identify ways in which they could help the bullied students feel happier in school, approving of suggestions but not seeking promises of exactly how, when and what they are going to do.
- Conclude the meeting by re-emphasising the individual or groups responsibility to solve the bullying problem.
- Arrange to meet again to review how successful the remedial actions have been.
- After an agreed period of time (usually 1 week) see all concerned individually to see how things have been going. The objective being to establish that the bullying has stopped and the bullied learner/s is satisfied and feeling better.
- Record the actions taken and evaluate them. Parent/carers will be informed of the outcome of the process and any further action should this prove necessary.
- If bullying situations do not improve and bullying behaviours continue then school will consider the following strategies/actions in response to bullies:
 - Involving parents directly and inviting them in for a meeting
 - Devising a Behaviour Management Plan
 - Rearranging class groups or dynamics
 - Referring for counselling/therapy
 - Police involvement
 - Excluding bullies

Bullying in the Community:

We are very aware that bullying is also an issue for many young people outside of school. Our students may experience bullying behaviour within their home communities. If this matter is reported to us in school, then we regard this equally as serious as bullying occurring in school. We will support where possible.

Staff group: School staff were consulted upon policy review during whole-school staff meetings over the period of review. A consensus existed re-the aims, objectives and procedures within the current policy.

Parent/carers: The current policy is available to parents through access at school. Future consultation will be organised through parental evenings/support groups. Feedback from parental support group highlight no issues.

Monitoring and evaluation:

Class groups and the teaching Department will assume responsibility for presenting assemblies on the issue of bullying throughout the academic year. The student council will also be consulted at regular times to discuss any relevant issues.

The issue of bullying is strongly featured within the school's PSHE curriculum. PSHE sessions incorporate a monitoring function via discussions and student surveys.

A survey of all student's will be carried out annually at the time of policy review to determine the prevalence of bullying behaviour in school and assess the effectiveness of school's policies and procedures.

Monitoring information is reported to a school governor representative, with responsibility for all matters pastoral, on a termly basis.