

The Caldecott School

Anti-bullying Policy

<u>Latest Ratification by Governors</u>	
<u>Next Review of Policy</u>	<u>September 2023</u>
<u>Latest update</u>	<u>September 2021</u>

Mission Statement

Every member of the Caldecott Team understands that it is their duty to keep the pupils, their colleagues and themselves safe. All stakeholders aim to give pupils their best education possible. They uphold the values of our school and work as a team, using their skills and talents to benefit others. Everyone shows they care for each other; there is no discrimination and religious and cultural differences are embraced.

Our pupils will be presented with and motivated to engage in a rich and broad curriculum to develop skills so, that in the future, they are responsible, caring and active members of their communities.

Caldecott School pupils know that we need to value and care for our local environment and the whole eco system of planet Earth

Introduction

The staff at Caldecott School and the governing body are committed to raising standards across all areas of the school, to ensure all pupils can learning in an environment which allows them to succeed.

Caldecott School will provide a secure, caring community where everyone can learn their own self-worth in an environment which encourages tolerance, mutual respect and co-operation.

What is Bullying?

Bullying is unacceptable behaviour used by an individual or group, usually over time, which intentionally hurts another individual or group either physically or emotionally.

Bullying can be:

Type of bullying	Examples
Emotional	Being unfriendly, excluding individuals, tormenting
Physical	Pushing, kicking, biting, hitting, punching or any use of violence
Racial	Taunts, name calling, graffiti, gestures
Sexual	Unwanted physical contact, sexually abusive comments
Homophobic	Sexually abusive comments focusing on sexuality
Verbal (direct or indirect)	Name calling , sarcasm, spreading rumours, teasing
Cyber	Any of the behaviours detailed above which take place over the internet via email or in apps.

Bullying may be related to:

- Race
- Gender
- Religion
- Culture

- SEND
- Appearance
- Home circumstances
- Sexual orientation

Bully can take place anytime, anywhere. It can take place between two individuals, in a group or between families in the local community.

Aims of this Policy

- To ensure that all pupils are included fully in the life of our school.
- To provide a learning environment free from any threat or fear.
- To provide support for pupils who are being bullied or pupils who are accused of bullying, who may be experiencing difficulties of their own.
- To ensure all governors, teaching and support staff, pupils and parents understand what bullying is.
- To ensure all governors, teaching and support staff know what the school policy is and follow it when bully is reported.
- To ensure all parents / carers know what the school policy is and what they should do if bullying arises.

Many of us will have encountered bullying at some point in our lives, but we will have all dealt with it differently. It is therefore important that all those involved with Caldecott School work together to ensure that it is a safe place for children and adults.

Outcomes

All incidents of bullying will be recorded on Sleuth (incident reporting system) and reported verbally, during the daily debrief.

Reports will then be followed up by the class teacher initially, and where additional actions may be required, discussed with the Pastoral Lead or any member of the Leadership Team.

The class teacher will phone home to inform parents / carers that their child has said they are being bullied, accused of bullying or been involved in a bullying incident. The incident will be investigated.

Parent/carers will receive a follow up call following the investigation to advise of the outcome or discuss strategies to prevent further incidents.

The investigating member of staff will work with both the pupil being bullied and the pupil bullying to obtain information and views of those pupils involved. If pupils are in different classes, the investigating member of staff may delegate discussions to others who may have a greater understanding of the pupils or a more secure relationship with that child.

When dealing with a report of bullying, staff will:

- Reassure the pupil being bullied that it is not their fault.
- Ascertain the extent of the problem calmly, respectfully and professionally.
- Obtain any evidence such as damage or graffiti or ask the pupil to keep copies of text message / online messages.
- Ensure that the pupil being bullied knows who they can speak to, if further incidents occur.
- Speak with the pupils involved in the bullying, including witnesses separately, to obtain their accounts. This must be completed in a confidential environment.
- Updates and outcomes to be recorded on Sleuth.
- Discuss with senior leaders, strategies and / or interventions needed to keep pupils safe.

Following any investigation, a number of outcomes will be considered. These may include:

- the bully being asked to apologise,
- restorative meetings,
- removal of either pupil to a different class for a short or permanent period.

Caldecott School acknowledge that, for some of our SEND pupils, the above outcomes may be difficult to action therefore alternative delivery methods to obtain the desired outcome may be required.

The aim will always be for the pupils to be reconciled.

Any incident of bullying must also be considered alongside the Child Protection Policy and incidents of bullying will be reported to the Governing Body.

Prevention

To ensure an environment where pupils understand the consequences of bullying a range of measures are in place.

- The Anti-bullying Policy will form part of the new staff induction.
- A range of anti-bullying lessons taught through assemblies, PSHE and the SMSC curriculum.
- Pupil, staff and parent surveys.
- Staff role modelling positive behaviours to demonstrate respect for each other and property.
- Break activities to ensure all parts of the day are structured.

In addition, staff will regularly discuss bullying and reinforce expectations of behaviour.

Advice to Parents / Carers

As the parent / carer of a pupil whom you suspect is being bullied, please report bullying incidents to the class teacher so they can be investigated.

Useful Websites

www.anti-bullyingalliance.org.uk

www.stopbullying.gov

www.childline.org.uk

www.beatbullying.org

Policy statement on Equality and Community Cohesion

Working within this policy we aim to make sure that no-one experiences less-favourable treatment or discrimination because of their 'protected characteristics' as follows:

- Their age
- A disability
- Their ethnicity, colour or national origin
- Their gender
- Their gender identity (they have reassigned or plan to reassign)
- Their marital or civil partnership status
- Being pregnant or having recently had a baby
- Their religion or belief
- Their sexual identity and orientation

(Equality Act 2010)