



Les Voies



School

Anti-Bullying Policy

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Links to other policies:

Engagement Policy

Student Protection and Safeguarding Policy

Les Voies School

Anti-bullying Policy

Why do we have an Anti Bullying policy?

We believe that all students should feel and be happy and safe at Les Voies. Stopping violence and ensuring immediate physical safety is the school's first priority. We are aware that emotional bullying can be just as damaging as physical and should be treated in the same way.

We are committed to providing a caring and safe environment in which we can learn in a secure and stimulating atmosphere. Bullying stops the learning happening so **bullying will not be accepted at Les Voies.**

Any Student may be bullied, but bullying often occurs if a Student has been identified in some ways as vulnerable or different to the majority.

The damage inflicted by bullying can often be underestimated. It can cause considerable distress to students, to the extent that it affects their health and development or, at the extreme, causes them significant harm including self-harm. Students are often held back from telling anyone about their experience either by threats or a feeling that nothing can change their situation or because they are unable to express their feelings.

We also want all stakeholders (students, parents/carers and staff) to be aware of the school policy and support each other to reduce any bullying to a minimum and understand mechanisms of reporting.

What do we want a bullying policy to do?

To:

- Communicate to all stakeholders that bullying will not be tolerated at Les Voies.
- Ensure allegations of bullying are always listened to.
- Ensure that students and staff work in a safe and caring environment. This encourages learning to take place.
- Provide a framework for investigation that encourages all people involved to recognise their responsibilities.
- Provide a procedure for the effective management of bullying.

Definitions:

Bullying is behaviour by an individual or group, often repeated over time that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms including:

1. Physical bullying

Physical bullying includes hitting, kicking, tripping, pinching, biting and pushing etc or damaging property.

2. Verbal bullying

Verbal bullying includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse.

3. Covert bullying

Covert bullying is often harder to recognise and can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and/or cause humiliation. Covert bullying includes:

- Lying and spreading rumours.
- Negative facial or physical gestures, menacing or contemptuous looks.
- Playing nasty jokes to embarrass and humiliate
- Mimicking unkindly.
- Encouraging others to socially exclude someone.
- Damaging someone's social reputation or social acceptance.
- Peer pressure.

4. Cyberbullying

Cyberbullying is overt or covert bullying behaviours using digital technologies. Examples include harassment via a mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces. Cyberbullying can happen at any time. It can be in public or in private and sometimes only known to the target and the person bullying.(please see E-safety policy for further detail)

Motivation

Bullying is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a Student is adopted or has caring responsibilities. It might be motivated by actual differences between students, or perceived differences. Young people with low self-esteem can often want others to feel the same and perpetuate bullying.

We expect staff, parents/carers and students to respect each other and treat each other with kindness and courtesy. All students are encouraged to approach a member of staff should they have any concerns about bullying of themselves or others.

Where bullying outside school is reported to school staff, it will be investigated and acted on if appropriate (see complaints policy). The Head/Deputy will also consider whether it is appropriate to notify the police. If the misbehaviour could be criminal or poses a serious threat, the police should always be informed.

Les Voies School follows a set procedure to address any suspected or reported bullying.

Any **Student** who has knowledge of an incident of bullying should tell someone about it. This could be:

- A member of staff.
- The people with whom you live.
- A friend.
- A member of the **Junior Leadership Team**

All staff members must be vigilant in class and around the school. Any Student who feels threatened for any reason must be listened to, taken seriously and given support.

Staff bullying and harassment should be dealt with through the States 'Bullying and Harassment Policy'

If a parent/carer is aware of any incidents they should report them to the class teacher or senior member of staff.

Sometimes bullies are your friends and very rarely do bullying prevention tips acknowledge this fact or what to do about it.

Rosalind Wiseman

Recognising bullying

Some or all of the following list **may** be signs that a Student or young person is being bullied. In an SEMH context it is important to look for behaviour that differs from the Student's normal disposition.

Physical signs

- Physical injuries that the young person cannot or will not give a convincing explanation for (e.g. cuts and bruises, pain in arms and legs).
- Torn or damaged clothing. The young person may be unable/unwilling to explain how the clothes were damaged.
- General physical ill-health is often a sign of emotional and psychological stress.

Emotional signs

- Mood swings or apparent changes in personality. Constant anxiety/nervousness.
- Depression or tearfulness for no apparent reason.
- Lack of confidence and negative self-image. Students who are being bullied often put themselves down and devalue their own abilities.
- Hostility and defensiveness. Young people who are being bullied may complain of feeling picked on.

Behavioural signs

Students and young people who are being bullied sometimes respond by:

- Withdrawing into themselves
- Aggression and abuse of others
- Non-attendance at school
- Other **behaviours that would not be normal** for the student

Withdrawal and self-abuse

- Being generally withdrawn.
- Less active and effective participation in lessons and after-school activities and/or frequent unexplained absences.
- An inability to concentrate.
- Eating disorders, e.g. comfort eating or denying himself/herself food.
- Alcohol and/or drug use (this can sometimes be a coping mechanism or a result of peer pressure).
- Evidence of self-harming.
- Lack of sleep
- General lack of self-care including personal hygiene

Aggression and abuse of others

- Behaving in a disruptive and challenging way during school time.
- Behaving or starting to behave in a bullying way towards other students and/or staff.

General

- The young person may frequently “lose” money, possessions, items of clothing and equipment.
- The young person appears tired and lethargic and may complain of sleep disturbance or insomnia.
- They may go out of their way to avoid other students at the beginning and end of the school day.

The Student displaying bullying behaviour

Students who display bullying behaviour have often been bullied themselves and suffered considerable disruption in their own lives, but bullying may occur because the Student is:

- unhappy
- jealous or
- lacking in confidence and low self esteem

The bullying may be intentional or to establish control. It may also be unintentional, however it is important to judge the perception of the victim as much as the motivation of the perpetrator.

Any work with students who are displaying bullying behaviour, including those who sexually offend, should recognise that they are likely to have significant needs themselves. They may also be suffering, or at risk of significant harm, as well as posing a risk of significant harm to other students.

Bullying must never be kept a secret.

Prevention at Les Voies

- All students take part in Anti Bullying Week
- SEAL (Social, Emotional, Aspects of Learning)
- Assemblies to address bullying issues and the impact of bullying
- www.thinkyouknow.co.uk resources and lessons
- During all ICT lessons staff make students aware of how to keep safe online. (see E-Safety policy for further details).

- Annual E-safety talk for KS 2 students
- Peer support
- Social skills time during breakfast/break times
- Class tutors get a weekly update on any incidents to discuss with their students during form time.
- Parents will be made aware of policy and procedure and will have access to the Anti Bullying Policy.
- Parents/carers are kept informed of any relevant issues pertaining to their Student
- Regular training and updates for all staff
- Word of the week focus
- Sleuth antecedents and behaviour pattern analysis
- RPHSE lessons
- Annual Police lessons Yr 6-11
- College of FE links (drama workshops)
- Restorative meetings
- Use of restorative language
- Classroom/school display

Procedures

- Initially when there is an incident the students are spoken to and asked to explain the events. Both sides of the story will be recorded (on Sleuth) and the issue will be resolved at the earliest opportunity.
- Close contact will be kept with the victim of the bullying to provide support and reassurance, and to confirm the problem is not continuing.
- If appropriate parents will be informed.

If the problem continues, and the same students are involved, further action will follow involving the SLT.

The following steps may be taken when dealing with incidents:

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff. (victims choice when possible)
- Reassuring the Student.
- Offering continuous support e.g. peer support, staff vigilance, exit card.
- Restoring self-esteem and confidence.
- Restorative Justice.
- A quiet calm space.

Students who have bullied will be helped by:

- Discussing what happened.
- Discovering why the Student became involved.
- Establishing what was wrong with the behavior and what needs to change..
- Informing parent or guardians to help change the attitude of the Student.
- Restorative Justice.
- Working alongside Parents/Carers
- Ensure the behavior is the problem not the Student.

Racist/homophobic incidents should always be recorded and reported to the Head.

Sanctions and Consequences

From the 'Engagement Policy'

Our system of rewards is balanced by sanctions and consequences that are accepted as fair and reasonable for the whole community and which are consistently and sensitively put into practice.

We use the layered response in the same way for negative behaviours as with positives. Each member of staff takes responsibility for the students in their care.

Sanctions and consequences are sometimes needed to deal with serious and repeated misbehaviour. In applying them we also give the opportunity to make **reparation** and to set targets for desirable behaviour. They are used after other strategies have been tried and found to be ineffective. We make every effort to ensure that the imposition of sanctions and consequences is done in a manner that is uncontaminated by our own feelings of hurt and inadequacy or by negative feelings towards the Student, and avoid shaming the Student, and **focuses on what we want to see** not what we don't want to see. In addition to the layered response guidelines we use the following on some occasions:

1. Parent Consultation

Discussion with the parent/carer can result in agreements about sanctions the parent can impose if the school sanctions are not working. A phone call can sometimes be very effective. So can a letter home.

2. Making Restitution

Students are given the chance to make reparation with a member of staff. This can sometimes mean apologising by note or card, making up for work not done in break time, spending time with the victim of their insults or aggression.

3. Referral to Lead or Head Teacher

A record of such referrals will be kept in Sleuth

4. Isolation for a fixed period

This is always for an identified time and is supervised by staff

5. Work sent home

Parents would be informed that work had not been completed and with their agreement it would be sent home.

6. Back to school meetings with parents

Students would be expected to come in to school with their parents at the earliest opportunity for discussion with the inclusion lead or member of the SLT

7. Alternatives

If the school is struggling to meet the needs of an individual student, we would work with parents/carers and other agencies to look for creative solutions to engage the

Flow Chart outlining the School's Response to Bullying

Responding to incidents

All bullying incidents will be investigated then recorded on SLEUTH in a thorough and accurate way. Even if you suspect that it may not be bullying then it should still be investigated/recorded in this way.



The 'SLEUTH' record should include

- a referral/note/email to the form tutor of the victim and perpetrator for information purposes only
- where and when the incident occurs
- the nature of the incident
- any witness statements



If the incident is determined not to be bullying and does not have bullying characteristics (see definition from policy) then it should be dealt with in the same way as any other behaviours in line with the 'Engagement Policy'



If the incident is determined to be bullying and does have bullying characteristics (see definition from policy) then it should be reported to the Inclusion Lead or member of the SLT for it to be investigated further. At this point parents of both sides will be informed if appropriate.



Strategies will be put in place for all people involved in line with the procedures outlined in the anti-bullying policy (Pg 7/8)

Resources

Below are listed a number of bullying-related websites. Some provide information and support for staff, others offer activities and ideas for students and parents. Many are very large with vast amounts of information. They are all currently fully operational, although there is no guarantee that this will continue to be the case in the future.

Bullying Online

www.bullying.co.uk/

The Anti-Bullying Campaign website provides help and advice on bullying issues for students, parents, governors and teachers. It includes legal advice, school projects and suggestions for work in class and youth clubs.

Don't Suffer in Silence

<http://www.dfes.gov.uk/bullying/>

Produced by the Department for Education Skills, the site aims to provide students, teachers and parents with resources and information to help better deal with bullying. It includes a free antibullying pack, and video for use by teachers.

Kidscape

www.kidscape.org.uk

Kidscape is a registered charity that aims to keep students safe from harm or abuse. The site includes advice for young people and parents who are being bullied as well as publications and leaflets produced by the organisation.

NSPCC

www.nspcc.org.uk/html/home/home.htm

Produced by the NSPCC the site aims to provide news and information on NSPCC campaigns. The NSPCC website has a Kids Zone which contains details of their Student protection helpline for young people who have problems at home or are being bullied.

There is also a students's website at :

www.There4me.com

Student Protection Helpline: 0800 800 500

CEOP

www.thinkyouknow.co.uk

Les Voies Resources Library

Our final thought, 'bullying should not be tolerated in any form and should always be taken seriously'.