



Elms School Anti-Bullying Policy

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Date agreed and ratified by Governing Body/Trust/Committee:

Date of next review: February 2020

Key Contact Personnel

Nominated Member of Leadership Staff Responsible for the policy: Andy Bennett

Designated Safeguarding Lead: Amanda Falluto




Named Governors with lead responsibility: Niki Ireland, Caroline Hughes

This policy will be reviewed at least annually, and following any concerns and/or updates to national/local guidance or procedures


Elms School Anti-Bullying Policy

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2019 and 'Sexual violence and sexual harassment between children in schools and colleges' guidance. The setting has also read Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".


1) Policy objectives:

-  This policy outlines what Elms School will do to prevent and tackle all forms of bullying.
-  The policy has been adopted with the involvement of the whole school community.
-  Elms School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.


2) Links with other school policies and practices

-  This policy links with several school policies, practices and action plans including:
 - Positive Relationship and Behaviour Management Policy
 - Complaints policy
 - Safeguarding and Child Protection Policy
 - Online safety and Acceptable Use Policies (AUP)
 - Curriculum policies, such as: PSHE, citizenship and computing

3) Links to legislation

-  There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):
 - The Education and Inspection Act 2006, 2011
 - The Equality Act 2010
 - The Children Act 1989
 - Protection from Harassment Act 1997
 - The Malicious Communications Act 1988
 - Public Order Act 1986

4) Responsibilities

-  It is the responsibility of:
 - The headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
 - Governors to take a lead role in monitoring and reviewing this policy.
 - All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
 - Parents/carers to support their children and work in partnership with the school.

- Pupils to abide by the policy.

5) Definition of bullying

- 🌱 Bullying can be defined as “*behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally*”. (DfE “Preventing and Tackling Bullying”, July 2017)
- 🌱 Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- 🌱 This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- 🌱 Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children’s emotional development.
- 🌱 Racist, sexist, homophobic, biphobic or transphobic harassment involves the same kind of behaviour directed against someone because of their culture or identity, their gender, gender identity or sexual orientation.

6) Forms and types of bullying covered by this policy

- 🌱 Bullying can happen to anyone. This policy covers all types and forms of bullying including:
 - Bullying related to physical appearance
 - Bullying of young carers, children in care or otherwise related to home circumstances
 - Bullying related to physical/mental health conditions
 - Physical bullying
 - Emotional bullying
 - Sexual bullying
 - Bullying via technology, known as online or cyberbullying
 - Prejudicial bullying (against people/pupils with protected characteristics):
 - Bullying related to race, religion, faith and belief and for those without faith
 - Bullying related to ethnicity, nationality or culture
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Bullying related to sexual orientation (homophobic/biphobic/transphobic bullying)
 - Gender based bullying, including transphobic bullying
 - Bullying against teenage parents (pregnancy and maternity under the Equality Act)


7) School ethos

- 🌱 Elms School recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.
- 🌱 By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

Our Community:

- Monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that members of our community are vulnerable to bullying and its impact. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from the Local Authority and other relevant organisations when appropriate.

8) Responding to bullying

-  The following steps may be taken when dealing with all incidents of bullying reported to the school:
 - If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
 - The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
 - The headteacher/Designated Safeguarding Lead (DSL)/Behaviour Lead or another member of leadership staff will interview all parties involved.
 - The DSL will be informed of all bullying issues where there are safeguarding concerns.
 - The school will speak with and inform other staff members, where appropriate.
 - The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with the Safeguarding, child protection policy.
 - Sanctions, as identified within the school behaviour policy and support will be implemented in consultation with all parties concerned.
 - If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
 - Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.
 - A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.


Cyberbullying

- 🌱 When responding to cyberbullying concerns, the school will:
 - Act as soon as an incident has been reported or identified.
 - Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
 - Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
 - Take all available steps where possible to identify the person responsible. This may include:
 - looking at use of the school systems;
 - identifying and interviewing possible witnesses;
 - Contacting the service provider and the police, if necessary.
 - Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
 - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy. Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
 - Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
 - Inform the police if a criminal offence has been committed.
 - Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - advising those targeted not to retaliate or reply;
 - providing advice on blocking or removing people from contact lists;
 - helping those involved to think carefully about what private information they may have in the public domain.

Supporting pupils


- 🌱 *Pupils who have been bullied will be supported by:*
 - Reassuring the pupil and providing continuous pastoral support.
 - Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
 - Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
 - Working towards restoring self-esteem and confidence.
 - Providing ongoing support, this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.


- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through the Children and Young People's Mental Health Service (CYPMHS).

 *Pupils who have perpetrated bullying will be helped by:*

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or the Children and Young People's Mental Health Service (CYPMHS).

Supporting adults

-  Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

 *Adults who have been bullied or affected will be supported by:*

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the headteacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

 *Adults who have perpetrated the bullying will be helped by:*

- Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

9) Preventing bullying

Environment

- 🌱 The whole school community will:
 - Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
 - Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
 - Recognises the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
 - Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
 - Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
 - Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
 - Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
 - Actively create "safe spaces" for vulnerable children and young people.
 - Celebrate success and achievements to promote and build a positive school ethos.

Policy and Support

- 🌱 The whole school community will:
 - Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
 - Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
 - Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools' attention, which involves or effects pupils, even when they are not on school premises; for example, when using school transport or online, etc.
 - Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
 - Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

- 🌱 The school community will:
 - Train all staff, including: teaching staff, support staff (e.g. administration staff, lunchtime staff, transport staff and site support staff) and pastoral staff, to identify all forms of bullying and take

appropriate action, following the school's policy and procedures, including recording and reporting incidents.

- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

10) Involvement of pupils

 *We will:*

- Involve pupils in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying.
- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Utilise pupil voice in providing pupil led education and support
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

11) Involvement and liaison with parents and carers

 *We will:*

- Take steps to involve parents and carers in develop policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying.
- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school website
- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

12) Monitoring and review: putting policy into practice

- 🌱 The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- 🌱 Any issues identified will be incorporated into the school's action planning.
- 🌱 The headteacher will be informed of bullying concerns, as appropriate.
- 🌱 The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying, including outcomes.

13) Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-o-to-25

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srrc.org/educational

LGBT

- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
 - A Guide for Schools: www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-Schools-Guide.pdf
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related

Appendices

Appendix 1	Our Code of Conduct
Appendix 2	Rewards and Consequences Charter
Appendix 3	Confiscation

Our Code of conduct



We will do our best at all times.



We will welcome everyone.



We will be polite and respectful towards everyone.



We will look after our school and everyone and everything in it.



We will only bring things into school that we are allowed to have.

Appendix 2

Elms School Rewards and Consequences Charter

We expect all learners to:

- Be in lessons
- Wear our uniform
- Be polite and respectful
- Hand in mobile phones and other devices each day
- Look after the school and each other
- Make a positive contribution to the school community
- Follow the Code of Conduct

Rewards

You can earn up to 24 credits per day if you behave really well and make an extra effort in all your lessons. The credit system works like this:

- 0 = out of lesson**
- 1 = minimal effort with work and behaviour**
- 2 = completed work and behaviour was acceptable: the "average" score expected**
- 3 = extra effort made, super behaviour**
- 4 = exceptional effort, fantastic behaviour throughout the lesson. This is really difficult to achieve!**

At the end of the week, we add up your credits and give certificates in Celebration Assembly:

Gold = 100 points. Gold wristband awarded with entitlement to free break-time tuck. 5 House points awarded.

Silver = 75 – 99 points. 3 House Points awarded

Bronze = 50 – 74 points. 1 House Point awarded.

Points accumulation

Points mean prizes!! You can "cash in" your points each term if you have earned enough or you can save them for a "big" prize to spend in Amazon or similar:

5000 points = £100 voucher

3500 points = £50 voucher

2750 points = £25 voucher

2000 points = £10 voucher

Golden Time

When a learner has accumulated 10 points, they are entitled to "Golden Time" which involves a treat, such as watching a movie with popcorn or something chosen by the learners.

House Teams and rewards

House points to be awarded for good behaviour, kindly acts and "extra effort" in lessons. At the end of terms 2, 4 and 6, the winning house team chooses their reward: bowling, lunch out, party buffet at school, tobogganing etc. Everyone benefits from the teams.

Dining Hall Prize

The "best behaved" table of learners on each sitting will be awarded with free milkshake on Fridays, to be decided by SLT on advice from other staff. At the end of each term, the overall "best behaved" table will have some party food at lunch time.

Whole School Reward

Pupils can earn money each week by not damaging the school. At the end of Term 5, the amount of money is frozen and pays for a reward trip of the pupils' choice. However, if they have damaged the school, less or no money will go in. The maximum amount of money is £1 per head each week. There are two pots, one for Secondary and one for Primary phase.

Y11 privileges

Member of the Student Leadership Team, allowed to carry phones and other devices unless used inappropriately.

Behaviour we do not want and consequences

<i>Behaviour</i>	<i>Consequence (Step 1)</i>	<i>Consequence (Step 2, persistent or severe offences)</i>
Running in corridors	Reminders to walk	Pupil has to go back and walk
Swearing/inappropriate language	Reminders of appropriate language to use.	Phone call home.
Throwing food and drink in dining hall Disruptive behaviour in dining hall	Clear up mess, 1 – 2 day dining hall ban	Clear up mess, 3 – 5 day dining hall ban
Graffiti on walls/doors	Restore and repair	Detention to clean walls after school.
Kicking doors	Reminders of the damage caused by kicking, restorative approaches with site team	Work for one lesson in isolation
Not wearing uniform	Phone call home with request to bring uniform or wear uniform provided by school	Work in isolation for the day
Missing lessons	Attempt to engage pupil in lessons. After school making up lost work time.	After 2 detentions in one week, pupil has to work in isolation for 2 lessons
Swearing at staff or other pupils Spitting at staff or other pupils	Restorative Approaches to repair the harm done	Spend the morning working in isolation
Smoking	Phone call home plus one lesson in isolation and loss of break time.	Whole day working in isolation
Persistent, disruptive behaviour	On report until agreed number of signatures have been collected	Meeting with parents/carers, form tutor and SLT.
Going on the roof or offsite	After school detention	Meeting with parents/carers, form tutor and SLT. Whole day working in isolation
Damage to school/property Theft from school, staff, visitors or pupils	Parents/carers to be asked to pay a contribution towards repair or replacement. Restorative approaches, help site team to repair damage	Whole day working in isolation or Fixed Term Exclusion
Threatening behaviour Bullying Racist/sexist/homophobic comments or bullying	Restorative Approaches to repair the harm done	Whole day in isolation or Fixed Term Exclusion
Assault on staff or pupils (hurting with intent) Bringing alcohol, drugs or weapons to school	Fixed Term Exclusion/work in isolation for the whole day	Request for change of placement to another school

Appendix 3

CONFISCATION

All staff should consider the following criteria when deciding whether to confiscate an item from a learner:

- 🌱 An item poses a *threat to others*: for example, a laser pen is being used to distract and possibly harm other learners or staff;
- 🌱 An item poses a *threat to good order* for learning: for example, a learner uses a personal music-player in class during lesson time;
- 🌱 An item is *against school uniform rules*: for example, a learner refuses to take off an outdoor coat on entering a classroom;
- 🌱 An item poses a *health or safety threat*: for example, a learner wearing large ornate rings in PE may present a safety threat to other learners;
- 🌱 An item which is *counter to the ethos of the school*: for example, material which might cause tension between one community and another;
- 🌱 An item which is *illegal for a child to have*: for example, racist or pornographic material. Protocols for how to deal with such items can be agreed with local police. This list includes tobacco, e-cigarettes, alcohol and drugs.
- 🌱 Following advice from the Police we have decided that any child bringing a weapon to school will be sent home and an exclusion will follow.

Learners have a right to expect that confiscated items, especially those of monetary or emotional value, will be stored safely until they can be returned, unless they are illegal. For items of obvious value, staff will ensure appropriate storage arrangements (for example, in a locked cupboard or in the school safe). All reasonable steps should be taken to make such arrangements secure

Most **mobile phones and other electronic devices** contain the capability to take pictures and upload them to the internet/social media sites. Because some of our learners should not have their photograph taken and distributed, it is the school's policy to discourage them from bringing these devices to school. However, it is recognised that learners may wish to listen to music en route to school in their taxi. Therefore, if a learner brings a mobile phone or other electronic device to school **they are required to hand it to their form tutor in the morning**. It will be stored in a safe and returned at the end of the school day. If a learner refuses to hand in their phone, it will be confiscated and the parent or carer will be asked to come to school to collect it.