



ANTI BULLYING POLICY

AUTUMN 2021

Review Date	9 December 2021
Approved	Governors' ATLA
Ratified	Full Governors
To be Reviewed	December 2022
Policy Lead	Ms I Galmes

Fir Vale School

Anti-Bullying Policy

Bullying is 'deliberately hurtful behaviour, repeated over a period of time'. Bullying can take many forms, these include:

- Physical bullying (hitting, kicking, theft ...)
- Verbal bullying (racist, sexist, homophobic comments and name calling)
- Indirect bullying (e.g. spreading rumours ...)
- New technology bullying (texting, happy slapping, email, social networking sites ...)

Bullying comes in many forms and is an evolving and changing area.

Philosophy

The Fir Vale Anti-Bullying Policy is based around the following statements of purpose:

- All bullying is unacceptable. This is regardless of who bullies or how the bullying is delivered or what reasons are given to justify bullying actions.
- Fir Vale School recognises the negative effect on children and young people who may be subjected to bullying. All evidence shows that students who feel safe, work harder and achieve more.
- Victims of bullying should always be treated in a supportive manner by staff. All Fir Vale staff are aware of the importance of dealing with bullying incidents effectively.
- The harmful effects on school performance and social development which may be caused by bullying are recognised by Fir Vale School.
- Students who bully need to change their behaviour (it is the behaviour not the person that is condemned) and they too will need support to do this. Bullying is a transient form of behaviour and students who bully need support to change that behaviour.

Statement of Intent

The aim of the policy is to remove all bullying behaviour at Fir Vale School. All stakeholders sign A Charter for Action committing themselves and the school community to non toleration of bullying. Our objectives with this policy are:

- To further create an environment at Fir Vale School in which bullying is viewed as inappropriate in all circumstances and at all times.
- To provide strategies and guidance for all stakeholders on how to reduce bullying incidents. All stakeholders will include students and parents.

Fir Vale School has developed a wide range of initiatives in this area and the school is constantly reviewing and updating its approaches. Current initiatives include:

- Pastoral support to complete
- Positive problem solving (PPS)
- Parent meetings
- Anti-Bullying contracts
- Mentoring programmes
- Assemblies
- PSHCE programme

- To put into place appropriate support for both the victim and the student(s) who bully, it is important that there is an end to the incident.
- To recognise that we all have a responsibility for challenging bullying behaviour. If everyone challenges bullying in all its forms then we can create a culture within the school of respect and tolerance.
- To have a clear process by which students can report bullying incidents and to ensure that reported incidents are thoroughly investigated. All relevant stakeholders will be informed of the outcomes from the investigation. It is important that students are aware of how to inform on bullying incidents, as this can be one of the most difficult areas for students.
- To ensure that all bullying incidents are recorded. We need as a school to know what the level of bullying is like and to ensure that bullying is decreased year on year. Bullying incidents will be recorded on Behaviour Watch.

Entitlements in Fir Vale School

Whilst a student is on the school premises or on the way to school, they are entitled:

- To feel safe, secure and not made to feel unhappy – at all times.
- Not to be touched against their will.
- Not to be teased about their race, gender, sexuality, disability, home life, weight, performance at school or physical appearance.
- To not be spoken about in a negative and hurtful way.
- We are further developing our culture within school which allows all students to feel safe and contented. This will further help to support the drive to improve standards.

Support for those who are bullied

Support for the victim of bullying is at the centre of all that we do in this area. A comprehensive programme of support for the victim of bullying is put into place and part of this programme is to ensure that the bullying behaviour is stopped. We will then ensure that all parties can move forward and fulfil their potential at school. We will at all times ensure that bullying incidents are dealt with promptly and brought to a quick and satisfactory conclusion. A large number of staff can be involved in this process, including Form Tutors, teachers, Behaviour Support Workers, associate staff, Pastoral Team, the Faculty Leaders and the Senior Leadership Team. The school will keep parents informed about incidents of bullying and the outcomes.

Support for the student(s) who bully

We recognise that bullying behaviour is often a consequence of other factors. We want to support the student(s) who bully to modify their behaviour and to take a full and productive part in school life. Stopping bullying behaviour is a major move forward for all concerned.

To achieve this we will work closely with the students who bully to modify their offending behaviour. This programme of change will involve a number of Fir Vale staff and may also involve outside parties where appropriate. We will actively encourage parent participation in this support programme.

Making bullying unacceptable is a key part of our role. We need to modify student behaviour to ensure that bullying is eradicated from Fir Vale School.

System for reporting bullying incidents

We cannot act if we are unaware of the bullying incident. We encourage students to report all incidents of bullying to the following people:

- Associate staff
- Form Tutors
- Pastoral Team
- Behaviour Support Workers
- Teachers
- Parent or Carer
- Friends/Peers

Bullying incidents will be recorded on ClassCharts and will also be recorded using the Sheffield Children and Young People's Directorate bullying reporting template. Governors will regularly be updated on the number of bullying incidents.

The number of bullying incidents will be reviewed by key staff, including the Pastoral Team and the Senior Leadership Team.

Other factors

- Teachers will always listen to reports of bullying behaviours.
- Teachers will listen to victims of bullying, but will make clear that to resolve the problem other people will need to be informed and involved.
- There will be regular training, support and guidance for all Fir Vale staff.

Our aim is nothing less than to remove the scourge of bullying from Fir Vale School. We recognise that bullying, in all its forms, can have a serious affect on those involved. Safe and contented students will achieve more and will develop into committed and involved citizens.

Evaluation and Monitoring

This policy is a working document and will be updated as new guidance is produced or, in response to research, review or other events that have not previously been covered in depth.

Monitoring of the policy will involve consideration of the following data; any increase/reduction in the number of incidents referred for attention; monitoring individual victims/bullies with a view to improved circumstances; positive feedback from parents, students and staff; monitoring of the willingness in students to report instances of concern; tracking of incidents to inform future decisions on availability of network and infrastructure that can access the internet.

Policy

The impact of policy and provision will be reviewed regularly and formally presented annually to governors to ensure that statements of intent outlined in this policy are enforced and promoted through the work of the school.

Related Policies

Safeguarding Policy

E-safety Policy

Behaviour Policy

Peer on Peer Abuse *(Part 5 of Keeping Children Safe in Education)*

There are different forms of peer on peer abuse and Fir Vale School will never tolerate this or pass it off as 'banter' or 'part of growing up'.

The following examples constitute Peer on Peer Abuse:

- Initiation Violence/Hazing rituals
- Sexting
- Bullying (including Cyber)
- Sexual harassment
- Sexual violence
- Physical abuse such as: hitting, kicking, shaking, biting, hair pulling or causing physical harm.

Sexual Harassment constitutes:

- Unwanted conduct of a sexual nature (in person or online) and may be in the form of sexual comments, sexual jokes or taunting, physical behaviour and online sexual harassment.

Sexual Violence constitutes:

- Anything that fall under the Sexual Offences Act 2003 and may take the form of rape, assault by penetration or sexual assault.

Fir Vale School uses ClassCharts and CPOMS as a system for reporting incidents of Peer on Peer abuse.

(Please see Behaviour Policy for Peer on Peer Abuse flow chart)

In all cases the school will follow the same procedures outlined in the policy document and involve the Police whenever appropriate. Pupils should use the same channels outlines for reporting incidents of Peer on Peer abuse.

Acceptable Use Policy for the use of Email and ICT – Students

1. The schools ICT systems should only been used for school work and homework.
2. Your usernames and passwords for the school login and websites such as Hegarty, should be kept safe and not shared with other students. You must only login on your own account.
3. Files stored on USB sticks/CD/DVD that are brought into school should be checked for Viruses and should only be related to school work.
4. You should not attempt to delete or change files belonging to someone else.
5. You should not attempt to bypass the schools internet security and monitoring systems, they are in place for your protection. If a website is blocked that you feel is an educational resource inform a member of staff and it will be reviewed.
6. Email should only be used with people you know, using your email account to send chain letters and bulk emails to multiple contacts may result in your email account privileges being removed.
7. If you receive an email from someone you don't know which is unpleasant or upsetting or contains offensive material inform your form tutor.
8. When performing internet searches you should not deliberately search for/View or Download material which may be offensive to other users, this includes Pornographic, Violent or Racist material.
9. Any emails which are sent or comments posted onto the Shared Area must not cause upset/offend or harass other users. Remember to be polite and use grammar to the best of your ability.
10. Capturing or creating digital photos/videos and voice recordings of other students or staff is forbidden unless you have their consent.
11. You should not attempt to install software or cause harm to the network, this includes playing games from USB sticks. If caught you risk your access to the school network being suspended.
12. Intellectual property rights should be respected at all times and if used in your school work acknowledge the sources you use.
13. Understand that your communications, internet activity and files are monitored and checked at all times, anything that is deemed inappropriate will be flagged and your account could be suspended and parents informed.
14. Using email to communicate with staff members about **school work** is permitted but the staff member is not obliged to reply.

The school may exercise its right to monitor the use of the school's computer system, including access to websites, the interception of email and the deletion of inappropriate materials where it believes unauthorised use of the school's computer system may be taking place, or the system may be being used for criminal purposes or for storing unauthorised or unlawful text, imagery or sound.

All students use computer facilities including Internet access as an essential part of learning, as required by the current curriculum. Both students and their parents/carers are asked to sign to show that the e-Safety rules have been understood and agreed.

Students' Agreement

- I have read and I understand the school e-Safety Rules.
- I will use the computer, network, mobile phones, Internet access and other new technologies in a responsible way at all times.
- I know that network and Internet access may be monitored.

Signed by student: _____ **Date:** _____

Parent's Consent for Web Publication of Work and Photographs

I agree that my son/daughter's work may be electronically published. I also agree that appropriate images and video that include my son/daughter may be published subject to the school rule that photographs will not be accompanied by student names.

Parent's Consent for Internet Access

I have read and understood the school e-Safety rules and give permission for my child to access the Internet. I understand that the school will take all reasonable precautions to ensure that students cannot access inappropriate materials but I appreciate that this is a difficult task.

I understand that the school cannot be held responsible for the content of materials accessed through the Internet. I agree that the school is not liable for any damages arising from use of the Internet facilities.

Signed by Parent/Carer: _____ **Date:** _____