Anti-Bullying Policy

(Can be reviewed at any point as new information is brought forward)

Last Reviewed:	September 2024	**Next Review:**	September 2026
Approved by:	Governing Body	**Date:**	

Rationale

Falconer School is a friendly and inclusive community where everyone has the right to study and work in a safe and secure environment, without harassment, intimidation or fear. We believe that to realise their potential and achieve their aspirations, people need to feel happy, confident and included in their environment. Bullying can seriously damage a young person's confidence, sense of self-worth and can prevent them from reaching their potential. It may be the case that anyone attending Falconer may well have experienced past traumas or concerns which makes it even more essential that we do all in our powers to make the school a safe place.

Aims

We will aim to reduce and to eradicate instances in which anyone is made to feel concerned, excluded or unhappy and respond effectively to all instances of bullying that are reported to us. This policy establishes a means of dealing with bullying and providing support to those who have been bullied, as well as guidance to those who are accused of bullying and may be experiencing problems of their own.

The Falconer Way

The school has identified the key ways we would like all involved with the school to operate. Best described as the Falconer Way the key details are listed below

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Objectives

- All governors, teaching staff and associate staff, students, parents should have an understanding of what bullying is
- All governors and teaching staff and associate staff should know what the school policy is on bullying, and follow it when bullying is reported or suspected
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises

As a school we take bullying seriously. Students, parents and carers should be assured that they will be supported when bullying is reported.

Practice

1. Definitions (Gov.uk 2024)

There is no legal definition of bullying but bullying can be defined as behaviour by an individual or group,

- repeated
- intended to hurt someone either physically or emotionally
- Often aimed at certain groups, for example because of race, religion, gender or sexual orientation.

It takes many forms and can include:

- **Physical assault**– hitting, kicking, pushing, taking another's belongings
- **Teasing** – name calling, insulting, making offensive remarks

- **Making threats –** threats to harm
- **Name Calling**
- **Cyber bullying** – inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet/social media; producing offensive graffiti; gossiping; excluding people from social groups; spreading hurtful and untruthful rumours

Specific types of bullying include but are not limited to:

- related to race, religion or culture
- related to SEND
- related to appearance or health conditions
- related to Extortion
- related to sexual orientation (including the use of homophobic language)
- related to young carers, looked-after children or otherwise related to home circumstances
- related to Sexist or sexual bullying

Falconer School holds the view that there is no 'hierarchy' of bullying — all forms of bullying should be taken equally seriously and dealt with appropriately.

The school recognises that bullying can be done by individuals or groups; face-to-face, indirectly or using a range of cyber bullying methods. Even if the bullying takes place outside of school, it can have a negative impact on the behaviour within school and will be dealt with accordingly. The school has a duty of care to all students that extends beyond the classroom.

2. Roles and Responsibilities

All members of the school community have a responsibility to challenge bullying if it occurs. All staff at the school are made aware of the procedures that they should follow if an incidence of bullying is brought to their attention. The first point of contact for parents should be the student's Form Tutor followed by the member of the Senior leadership Team (SLT), who holds responsibility for the Anti-bullying policy.

All staff will:

- Foster in our students' self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our students
- Be alert to the signs of distress and other possible indications of bullying
- Listen to students who have been bullied, take what they say seriously and act to support and protect them
- Report suspected cases of bullying to the relevant Form Tutor
- Follow any complaint by a parent about bullying and report back promptly and fully on the action taken
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures
- Report instances where staff are involved

Falconer School believes that it is imperative that our students have the confidence to tell adults about bullying behaviour that they witness or experience. We actively encourage our students to report bullying cases and have support mechanisms in place to do so.

Students should:

- Refrain from becoming involved in any kind of bullying
- Report if they are being bullied or have witnessed bullying behaviour

- Report any witnessed or suspected instances of bullying to their form Tutor or any member of staff
- Report to a trusted adult such as a parent who will then contact the school

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying and report any concern
- Being sympathetic and supportive towards their children and reassuring them that appropriate action will be taken
- Advising their children to report any bullying to their Form Tutor, and explain the implications of allowing the bullying to continue unchecked, for themselves and for other students
- Advising their children not to retaliate violently to any form of bullying
- Informing the school of any suspected bullying, even if their children are not involved
- Co-operating with the school if their child is accused of bullying; try to ascertain the truth and point out the implications of bullying both for the children who are bullied and the bullies themselves

3. Preventing bullying

There are many strategies that can be used to prevent bullying. At Falconer School, the curriculum is used, along with additional enrichment opportunities, to reinforce the ethos of the school and help students to develop strategies that combat bullying-type behaviour. We strive to organise our community in order to minimise opportunities for bullying, for example, teacher supervision during unstructured times. We use a variety of methods to help pupils prevent bullying, including:

- Staff trained in STEPS based on 95% de-escalation
- A highly visible staff presence at break time, lunchtime, before and after school
- School or class rules written by students
- Display materials around the school by a variety of means (posters, website etc.)
- Behaviour contracts
- Bully-free status
- Writing stories and poems or drawing pictures about bullying
- Role play
- Regular discussions about bullying and why it matters
- Life Long Learning curriculum
- Anti-bullying week
- Raising awareness through e-safety sessions
- Social skills lessons and social stories
- Reflection following any incidence
- Strong PSHE and Fundamental
- Assemblies British Values Programmes of study

3. FALCONER STATEMENT

Everyone at Falconer is entitled to respect and courtesy. It is important that we recognise bullying in all its forms. Putting physical or mental pressure on anyone, no matter what the reason, is bullying and we must all work together to prevent it.

- We must not frighten others with threats or actions.
- We must not spread hurtful gossip about others.
- We must not be unkind and spiteful to others.
- We must treat people, and their property, with respect, at all times.
- We must do everything we can to stop bullying.

If you are being bullied tell someone who will listen and help. You can always talk to:

- A teacher, pastoral team or any member of staff within school, *or if you prefer*
- To any friend or relative
- Anyone in position to help

If you witness bullying, don't ignore it. You will be doing the right thing for the bully, the victim and yourself. This includes any bullying that takes place out of school

8. ACTIONS TO TACKLE BULLYING

8.1 All reported incidents of bullying are investigated and taken seriously. A record is kept of all incidents through the CPoms system.

8.2 The following illustrates the steps that may be taken when dealing with incidents:

- If bullying/hurtful behaviour is suspected or reported, the incident will be dealt with **immediately** by the member of staff who was witness to it or the person to whom the bullying was reported
- An account of the incident is recorded and given to the relevant investigating staff member
- This staff member interviews all concerned and will record the incident
- Form tutors/class teachers are kept informed and if bullying persists, the tutor/teacher will advise other members of staff as appropriate
- Parents are kept informed
- Support systems and/or sanctions are used as appropriate and in consultation with all parties concerned.

8.3 The parents of both bullies and victims are informed about incidents and the action taken, or to be taken, by the school. Parents are asked to support the strategies which are proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions imposed for repeated incidents will be clearly explained. If appropriate, the pupils will undergo a process of reconciliation. The use of suspension may be evoked based on the severity of the matter

8.4 As a last resort Persistent bullies may be excluded from school. A monitoring tool is normally used to ensure repeated bullying does not take place. Parents are reminded regularly through letters and newsletters to inform their children that they must tell someone if they being bullied.

If a parent is concerned about bullying they should contact the form tutor in the first instance. If a parent wishes to take the matter further they should contact the Deputy Head teacher or the Head teacher.

If parents remain unhappy, having followed the school's standard procedures, the school may refer them to the Hertfordshire school complaints team or to relevant outside agencies. Further support for parents/carers can be found at Family Lives (www.familylives.org.uk) on 0808 800 2222.

8.5 Pupils are told they must report any incidence of bullying to an adult within the school, and that when another pupil tells them that they are being bullied, or if they see bullying taking place, it is their responsibility to report this to a member of staff.

9. CYBERBULLYING – The wider search powers included in the Education Act 2011

Where any form of cyber bullying (as previously defined) affects another pupil in the school or may bring the reputation of the school into disrepute, the school reserves the right to be involved whether the electronic material was produced within the school or outside. Further the school will review electronic material held or accessed by any pupil in the school including their e-mail account and their mobile phone if we suspect cyber bullying is occurring. Pupils must be aware that some forms and levels of cyber bulling are illegal and the school will inform the police where necessary. Anyone the victim of Cyber bullying MUST be advised not to delete any messages or content they have received

10. EXTERNAL AGENCY INVOLVEMENT

Where necessary we will call on outside resources to aid an investigation, or offer support to a victim and/or the bully. Such agencies include the police, Kidscape, Think U Know and CEOP (child exploitation on line). This will always be done in partnership with parents.

11. MONITORING AND EVALUATION

Falconer School reviews this policy bi-annually and assesses its implementation and effectiveness. This policy is promoted and implemented throughout the school.

To be read in conjunction with the school behaviour policy