

## **THE CHERWELL SCHOOL**

### **ANTI - BULLYING POLICY**

#### **Rationale**

We strive to provide a safe and respectful learning environment for all members of our community. All types of bullying are unacceptable at our school and will not be tolerated. Everyone should feel able to report incidents of bullying and when these are brought to our attention we are efficient in addressing the problem, effective in dealing with the perpetrator and sensitive in our support of the victim.

#### **Dignity and Respect**

The Cherwell School is a community that celebrates diversity and respects individuality. As such any abuse, offensive language, bullying or violence towards any member of the school community especially involving protected characteristics (race, religion, sexual orientation, gender or disability) will be treated very seriously and may lead to exclusion or police involvement. With this in mind it is essential that all members of the community express any views, beliefs or convictions they may have in a way that does not cause offence to others or could be interpreted as 'hate speech'.

The Designated Governor for Anti-Bullying is Mr Ed Pentz and one of his roles is to ensure that bullying incidents are recorded in the school system that records all behavioural issues and reviewed by the Governors' Student Impact Committee as part of its regular monitoring item and also regularly reported to the Full Governing Board.

#### **Prevention and Handling of Bullying at The Cherwell School**

##### **Staff**

All staff are aware of the procedure to take should a student come to them for help and this is a regular feature for discussion at faculty and year team meetings.

A programme of continuous professional development of staff is in place that includes training on how to prevent and respond to bullying. Staff are also aware of procedures in place for them if they are bullied.

##### **Students**

Students are aware of the support available to them should they find themselves subject to bullying. Students' form tutors explain this regularly and it is also detailed in their Planner. In addition, the issue of bullying is addressed in RS/PSHCE lessons at the beginning of Key Stage 3, in assemblies, at tutor time and during our anti-bullying week. A number of year 9 and 10 students have been trained as anti-bullying ambassadors and are there to offer support.

##### **Parents and Carers**

If parents or carers are concerned that their child is being bullied they should contact their child's form tutor or Year leader in the first instance.

## What is Bullying?

The Cherwell School, through consultation with students and staff, has agreed to adopt the [Stopbullying.gov](http://Stopbullying.gov) definition of bullying which says that bullying is:

***“unwanted, aggressive behaviour that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time”***

**We record incidents of bullying under the following criteria:**

Bullying disability	Appearance
Gender	SEND
Homophobic	Transgender
Racist / culture	Cyberbullying
Religion / belief	Sexual bullying
Religion / culture	Bullying to humiliate

## Cyberbullying

### Definition:

“Cyberbullying can be defined as the use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else” (Safe to Learn, Cyberbullying 2007).

The Education and Inspections Act 2006 gives head teachers the power “to such an extent as is reasonable to regulate the behaviour of pupils when they are off the school site”.

For example if a student is involved in cyberbullying of a fellow student or staff member, the school will exercise this power in order to safeguard the well-being of the student or staff member.

### Examples of cyberbullying include:

Via social networking sites e.g. posting a malicious message on somebody’s profile, or the creation of a fake profile, or conversations on a public page

Filming, texting or sharing inappropriate materials and comments on mobile phones and passing on inappropriate material or joining in with these behaviours.

## Sexual Bullying

### Definition:

We adopted the NSPCC definition of sexual bullying:

“Any bullying behaviour, whether physical or non-physical, that is based on a person’s sexuality or gender. It is when sexuality or gender is used as a weapon by boys or girls. It can be carried out to a person’s face, behind their back, or by use of technology”.

### Examples of sexual bullying:

- Touching someone without permission
- Making jokes about sex at someone’s expense
- Making remarks about someone’s body or appearance
- Making remarks about someone’s sexual behaviour
- Calling someone gay, or a slag

## Responsibilities

### Students should:

- Understand that everyone has the right to learn in a safe environment free from bullying.
- Report any incident of bullying to an adult; this could be their form tutor, year leader or deputy, subject teacher, teaching assistant or support staff, school nurse, school counsellor, parent or a member of the peer support team

**School staff should:**

- Provide the space and time to listen carefully
- Write down the details of the incident including date, time, place, description of the physical or online event, and any witnesses
- Protect the identity of the informant
- Take statements from accused and any witnesses (students should be in the same room as a member of staff at this time)
- Copies of all the statements should be passed to the relevant year leader

**Parents/carers of all involved should:**

- Provide the space and time to listen carefully
- Write down the details of the incident
- Contact the relevant form tutor or year leader at the earliest opportunity

**Action**

When the facts have been established the relevant year leader or member of the Senior Leadership Team could take the following courses of action as appropriate:

1. Automatic C3
1. Contact with all parents/carers
2. Restorative meetings
3. Apologies
4. Isolation (C4)
5. Alternative to Exclusion
6. Reprimand/detention/exclusion, including permanent exclusion
7. Police informed or involved
8. Counselling

We recognise that bullies often bully because they have self esteem, anger or confidence issues and so support is offered through the Base to deal with these issues.

**All incidents of bullying should be recorded in the files of all students involved.**

**Other Related Policies:**

Behaviour for Learning  
Child Protection