

POLICY DOCUMENT

Stratford-upon-Avon School is a company limited by guarantee, registered in England and Wales under number 7690776, whose registered office is Stratford-upon-Avon School, Alcester Road, Stratford-upon-Avon, Warwickshire CV37 9DH

Policy Title	Student Anti-Bullying Policy
--------------	------------------------------

DISCLOSABLE UNDER FREEDOM OF INFORMATION ACT 2000	Yes / No	Yes
TO BE PUBLISHED ON WEBSITE	Yes / No	Yes

POLICY OWNERSHIP	
Governor Committee:	Quality of Education Committee
Department responsible:	Pastoral Care
Post-holder: <i>(Title and Name)</i>	Mrs K Berwick (Deputy Head)
Responsible Person - Procedures	Mrs K Berwick (Deputy Head)

POLICY IMPLEMENTATION DATE:	July 2024
PLANNED REVIEW INTERVAL:	3 years
PLANNED NEXT REVIEW DATE:	July 2027

Stratford-upon-Avon School welcomes comments and suggestions from the public and staff about the contents and implementation of this policy. Please write to the Compliance Manager at the school address or email your comment to policy@stratfordschool.co.uk.

POLICY OUTLINE

Stratford upon Avon School works to promote an ethos where students are reflective, resilient and responsible. This policy will draw upon these core values to illustrate how bullying can be prevented and resolved. The school recognises that students will learn best in a safe and calm community that is free from disruption and in which education is the primary focus. Staff, students and parents have a responsibility to report bullying as soon as possible. They also have a responsibility to implement the preventative strategies outlined in the policy. The school is aware of the statutory responsibility to discipline students for poor behaviour outside the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Headteachers the power to discipline students for poor behaviour when they are not on school premises. This can relate to bullying incidents occurring anywhere on or off the school premises.

This policy should be used alongside the school's Child Protection and Safeguarding Policy as child-on-child abuse must be considered as a potential source of significant harm.

PURPOSE

The purpose of this policy statement is to:

- work towards the elimination of bullying at our school,
- enhance the Behaviour Policy which confirms the school expectations,
- involve all members of the school community in countering bullying,
- enable students, staff, parents and governors to understand what constitutes bullying and their specific responsibilities,
- ensure that there are strategies to minimise the risk of child-on-child abuse and procedures,
 - enable parents to feel confident that bullying will be firmly dealt with by the school; and
 - inform all members of the school community that bullying behaviour will not be tolerated.

IMPLICATIONS OF POLICY

This policy is in line with Behaviour in Schools 2024. There are budget implications in terms of adequate levels of staffing and relevant staff training.

EQUALITY ANALYSIS

Every policy will be subject to an Equality Analysis (EA) completed by the policy writer, which should be circulated to all those being consulted, with the draft policy.

CONSULTATION

Consultation will be with all staff, prior to presentation for approval by the Governing Body (Quality of Education Committee).

PROCEDURE

Procedure is the method by which the strategic intent of the policy is realised and is thus an 'instruction manual' on how the policy outcome is to be achieved.

The procedure which supports this policy is within this document and therefore will be subject to review by the Quality of Education Committee and Governing Body.

RELATED POLICIES AND PROCEDURES

- Child Protection and Safeguarding Policy
- Behaviour Policy
- Internet Acceptable Use Policy

DOCUMENT HISTORY

The policy will be subject to regular review once ratified by the Governing Body.

The history of the policy will be recorded using the chart following:

Date	Author /Reviewer	Amendment(s)	Approval/ adoption date
June 2014	K Berwick	Scheduled review	July 2014
June 2017	K Berwick	No change	11 July 2017
June 2020	K Berwick	Scheduled review	23 June 2020
June 2024	K Berwick	Scheduled review	July 2024

1. What is Bullying?

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.” – *Anti-Bullying Alliance*

There are different types of bullying:

- **Psychological** (being excluded from groups and rumours etc.)
- **Cyber** (abusive text messages, internet messages etc.)
- **Verbal** (threats, name calling, racism, homophobia etc.)
- **Physical** (punching, kicking, scratching, pushing, throwing objects at someone etc.)

Bullying invariably undermines self-confidence and initiative and can create a cycle of poor performance and further criticism, potentially causing depression, stress, mental or physical ill-health, with consequent absence from school or work.

Some forms of bullying may break the law and may be reported to the police by the school:

- Violence or assault;
- Theft;
- Repeated harassment or intimidation, e.g. name calling, threats and abusive phone calls, emails or text messages, sexual harassment and peer on peer abuse;
- Hate crimes – any incident which the victim, or anyone else, thinks is based on someone’s prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender.

Occasional peer conflict is normal during teenage years (and even in adulthood), and we should not jump to the conclusion that every fall out is bullying.

2. Prevention

“A school’s response to bullying should not start at the point at which a child has been bullied. The best schools develop a more sophisticated approach in which school staff proactively gather intelligence about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place. (Department for Education - Preventing and tackling bullying, July 2017)

Preventing bullying behaviours can be possible through a range of proactive measures. We look for every opportunity to prevent bullying type behaviours from happening. Some of the actions the school takes to prevent bullying include:

- The issue of bullying is included in the curriculum and classwork.
- Tutor Time and Assembly programmes reinforce British Values and the ethos of the school.
- Anti-bullying week is dedicated to raising awareness of bullying and reminding staff and students of their responsibilities to report it.
- Duty staff have been trained to be vigilant and to watch and listen for any bullying type behaviours, no matter how small.
- Duty points have been carefully considered to ensure there are no ‘dead spaces’ where bullying can take place undisturbed.
- Seating plans in lessons are carefully considered using any relevant information about the relationships between specific pupils.
- Student voice to seek the opinions of our students about their experience of bullying
- External speakers raise awareness of issues such as bullying, county lines, knife crime, misogyny
- Working with the wider community such as the police/children’s services where bullying is particularly serious or persistent to send a strong message that bullying is unacceptable within our school.

We recognise that specific groups of students are particularly vulnerable to bullying. These include children and young people with Special Educational Needs and Disabilities (SEND), young carers, Black and Minority Ethnic (BME), those who are, or thought to be lesbian, gay, bisexual, transgender, queer,

questioning, intersexual, asexual or pansexual (LGBTQ+). As such, prevention of bullying considers the specific patterns of discrimination these groups face.

3. Tackling Bullying

We have clear strategies for responding to bullying incidents. These may include outcomes from the school sanction system as detailed within the school Behaviour Policy. The consequences of bullying will reflect the seriousness of the incident. All sanctions will be applied fairly, consistently and reasonably – after careful consideration of possible contributing factors such as special educational needs, disabilities or other vulnerabilities of both the victim and perpetrator.

The school will support the victim upon finding out about bullying but will also seek to work with the perpetrator of the bullying in order prevent further incidents in the future.

4. Reporting Bullying

Students can report bullying of themselves or someone else in the following ways:

- report via MyVoice; link on school internet homepage, on SPHERE Teams page and on posters throughout school,
- report verbally to any member of staff; or
- speak to their parent/carer and asking them to pass on the information to the school.

Parents/Carers can report bullying of their child or someone else's in the following ways:

- contacting the child's Form Tutor via email in the first instance,
- contacting the child's College Leader via the relevant Upper / Lower College email address.

Staff can report

- The bullying of students by students
 - via MyConcern
 - to the student's Form Tutor
 - to the student's College Leader
- The bullying of staff by students
 - via MyConcern
 - to their line manager

5. Investigation

The investigation into the bullying incident(s) will be conducted by the most appropriate member of staff and may include external agencies such as the Police.

Any investigation in to alleged bullying will be discreet, sensitive, timely and thorough. The exact timeline of investigations will vary depending on the scenario but will usually include:

- the victims will be talked to along with other witnesses and statements will be taken,
- the accused will be talked to, to get their version of events,
- other staff, students and parents will be involved, where needed,
- parents/carers will be kept fully aware,
- a record will be placed in all the involved students' files,
- all students will be made aware that such behaviour will not be tolerated.

6. Outcomes

- The student who has been bullied will be offered support if they feel they need it. Support may include:
 - speaking to the victim about the ways they can challenge the behaviours if they experience anything similar again
 - a referral to mentoring in school
 - a referral to a relevant external agency working with school

- Students who have displayed bullying behaviour will be issued sanctions in line with the school behaviour policy. These sanctions range from detentions to fixed and even permanent exclusion where it is deemed bullying has been extreme and particularly damaging.
- A referral for further support may also be necessary for the student who displays bullying behaviour, e.g. referral for education around healthy/positive relationships.
- Parents of those bullied and bullying will be notified of the outcomes of the investigation.
- A mediated conversation between both parties will be offered and will take place if both parties are willing.
- Class moves may be considered in some cases but may not always be possible.
- Links to support websites are available in the Pastoral Support Hub section of the school website.