

# **ADDINGTON SCHOOL ANTI-BULLYING POLICY**

**Reviewed 2016 by Simone Pengraeve - Teacher for Behaviour Support and Steph Knight  
- subject Leader for SEAL & Healthy Schools Partnership**

This policy should be read in conjunction with the Addington School Behaviour Policy and Procedures by which the Behaviour and the Positive Physical Handling Policies are executed across the school.

This policy takes into consideration the advice published by  
<http://www.education.gov.uk/schools/pupilsupport/behaviour/bullying/f0076899/preventing-and-tackling-bullying>  
- available from the Behaviour Support Team

Anti-Bullying Alliance definition:

“The intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim”

To be reviewed September 2017

<b>PHILOSOPHY</b> We believe that	<b>PRINCIPLES</b> We will therefore ensure that:	<b>PROCEDURES &amp; RESOURCES</b> <b>IMPLICATIONS</b> We will achieve this by	<b>PERFORMANCE</b> We can judge performance by checking that
<p>Everyone at Addington is entitled to come to school without expectation of being bullied or victimised.</p>	<p>We will continue to provide a positive and emotionally literate environment based on mutual respect and self advocacy.</p>	<p>Staff and pupils establishing a code of conduct which is accepted by all and displayed around the school. A calm yet firm insistence on acceptable standards of behaviour towards others at all times.</p> <p>Staff training on Behaviour and time given during Communication Time to which particular issues such as bullying in school and the wider community are addressed.</p> <p>The modelling by staff and promotion of the rules of appropriate social behaviour and the keeping of good communication links with parents establishing the rights and respect of their own children, other pupils and staff.</p>	<p>Effective policies in place to safeguard the welfare of staff and pupils e.g. Health and Safety and Safeguarding.</p> <p>A code of conduct is in place.</p> <p>Behaviour Handbook in place.</p> <p>A record of any incidents of bullying occurring.</p> <p>Analysis of records and incidents reviewed.</p> <p>Introduction of planned intervention if deemed appropriate.</p> <p>The policy implementation is checked through the monitoring of audits, behaviour plans and actions from bullying incidents.</p> <p>Staff are able to support pupils to develop an understanding of bullying &amp; its effects</p>
<p>Pupils have a right to feel and be safe in school and to know that any bullying behaviours/incidents that may occur will be appropriately addressed.</p>	<p>We will continue to develop and implement a range of strategies for managing inappropriate bullying behaviour.</p> <p>The school will draw on its wider links and partnerships with parents and supporting agencies in order to develop both internal and external support systems to help with the management /solutions of difficult or continuing problems or situations.</p> <p>That there will be an importance placed on quality relationships.</p> <p>To build on solution focused strategies to eliminate bullying behaviour.</p>	<p>Staff being vigilant in noting any bullying behaviour whether direct or indirect.</p> <p>Staff will listen and follow up any pupils concerns and accusations.</p> <p>Consistently and fairly applying sanctions against bullying behaviour that are shown to be reasonable, sensitive and effective.</p> <p>Keeping parents informed of any incidents of bullying that concern their child and subsequently supporting them in meeting their parental responsibilities.</p> <p>Creating an ethos and environment that allows and encourages pupils to feel safe in seeking support and the knowledge that where possible appropriate actions will be undertaken.</p> <p>Making other staff aware of potential/suspected bullying behaviour and consider the motivations behind bullying and to give pupils (victim and perpetrator) a voice to express concerns and to participate in creating an atmosphere free from bullying and victimisation.</p>	<p>Sanctions in place.</p> <p>Monitoring of any bullying incidents.</p> <p>Positive attitude noticeable in school culture.</p> <p>Pupils feeling safe in school.</p> <p>Incidents are monitored looking to see that staff intervention/sanctions are appropriate for the incident.</p> <p>Consistency of approach monitored.</p> <p>Reduction of incidents.</p> <p>School Council contribute to the policy review process.</p> <p>Anti-bullying training for Buddies</p> <p>Appropriate intervention strategies in place.</p>

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All forms of bullying are totally unacceptable and will not be tolerated.	We will continue to develop and deliver a curriculum that addresses particular issues related to diversity and bullying.	Challenging all forms of bullying or harassment and treating incidents of bullying as serious by following agreed strategies to prevent bullying or bringing incidences under control. Through the whole school curriculum and specific planned lessons e.g. PSHE, SEAL, pupils will be taught about all aspects of difference and diversity (e.g. religion, ethnicity, gender and sexuality). They will be helped to understand the difference between banter and the effects of interactions that can hurt and threaten. Pupils will be taught to understand their responsibilities towards others and how to recognise and respond to different bullying situations such as cyber-bullying, physical and psychological bullying.	We participate in:- Anti-bullying Week, local schools Anti-bullying play competition. Anti-Bullying is addressed at Assemblies, PSHE, SEAL , Circle Time, Buddy Training and the Citizenship curriculum. Anti-bullying policies/procedures are being followed appropriately. All bullying incidences are recorded and strategies that are implemented to reduce the number of incidents are monitored and evaluated. Anti-bullying pupil questionnaire completed. Celebrating success within the positive school ethos.
While individuals are offsite such as on work experience placements, sporting events & educational visits they should still be free from bullying situations	We will continue to support pupils to develop strategies by which they can seek support if they are a victim of bullying or have witnessed such behaviour.	Developing clear rules and applying a code of conduct that pupils, staff, parents are informed of.	Incidents of bullying reported, recorded, monitored and evaluated
Individuals have the right to travel to and from school in situations where they are free from bullying	We will continue to help pupils, parents and escorts to develop rules and strategies, by which anti-bullying behaviour is promoted, encouraged and maintained.	Developing closer supportive links with the transport staff and parents. Developing and applying a code of conduct when travelling on bus, train etc.	Escort, parents and students know that they can approach the school if they have any concerns that pupils are being bullied or are bullying others on transport to and from school
The school community should provide good and positive role models of adult behaviour	The school will continue to strive to achieve good working relationships between all members of the school and community based on mutual respect – valuing pupils and their achievements	Everyone challenging incidents of bullying Developing a willingness to listen and understand pupils and involving pupils in creating an anti bullying environment Through continued staff training, regular updating of law/guidance and consultations, staff will work as a team to manage bullying behaviour and promote a positive, safe and effective learning environment. Governors will consult on the principles of the Anti-Bullying Policy and be kept informed of the occurrence of incidents	Incidents of bullying behaviour are challenged. Adults provide good role models. The whole school community which includes pupils involved in policy development.

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Parents should acknowledge their responsibility and respect the school's Anti-Bullying Policy and the disciplinary authority of school life	The school will continue to strive to achieve open lines of communication in order to work co-operatively with parents acknowledging their rights and responsibilities.	To develop and maintain clear lines of communication between staff and parents. To provide access to policies and procedures online via school portal.	Records of communication. Parent Questionnaire results.