

Preventing Bullying Policy

Document produced by: Mrs Katherine Davis Wills

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1. Statement of Intent

- 1.1.** We believe that all students at Devon Studio School have the right to learn in a safe and secure environment without fear of being bullied.
- 1.2.** Bullying is anti-social behaviour and affects everyone. It is unacceptable in all its forms and will not be tolerated.

2. What is Bullying?

- 2.1.** Bullying behaviour takes many forms. It may be the act of one individual against another, or it may be a collective against an individual or a group. Some examples are shown in the table below but this is not exclusive.

Emotional	Being unfriendly, excluding, tormenting , threatening gestures
Physical	Pushing, punching, kicking, hitting or any use of violence
Racial	Racial taunts or remarks, graffiti or gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Homophobic taunts and/or language
Verbal	Name-calling, sarcasm, spreading rumours, teasing
Electronic	Threatening electronic messages, calls or emails, insults/abuse/threats/rumours via online chat and network sites. Misuse of camera or video facilities.

3. Aims and Objectives

- 3.1.** This policy aims to prevent bullying through education, by rapid and sustained response to reports of bullying, and by developing the confidence of victims. All governors, staff, students and parents should have an understanding of what bullying is what the school policy is on bullying and follow it when bullying is being reported.



3.2. Bullying will not be tolerated and it is essential for the whole School community:

- to be clear about the anti-bullying stance the school takes;
- to be engaged in developing and reviewing anti-bullying work in the school;
- to celebrate the success of anti-bullying work;
- to ensure that all students know about the roles they can take to prevent bullying, including the role of bystanders.

3.3. Bullying will not be tolerated and it is essential for parents:

- to be clear that the School does not tolerate bullying and to be aware of the procedures to use if they have concerns that a child is being bullied or does not feel safe;
- to have confidence in the School's ability to investigate and resolve situations using the School's anti-bullying procedures.

3.4. Devon Studio School ensures that any students who experience bullying:

- are heard;
- know how to report bullying and get help;
- are confident in the Schools' ability to deal with the bullying;
- know steps are taken to help them feel safe again;
- are helped to rebuild confidence and resilience;
- know how they can get support from others.

3.5. For students who engage in bullying behaviour Devon Studio School ensures that:

- sanctions and learning programmes hold them to account for their behaviour and help them to face up to the harm they have caused;
- they learn to behave in ways which do not cause harm in future, because they have developed their emotional skills and knowledge;
- they learn how they can take steps to repair the harm they have caused.

4. Implementation

- 4.1.** All staff and students have a responsibility to maintain an environment in which everyone feels safe and confident to teach and learn. This means that any student who knows that bullying is happening is expected to tell a member of staff and that member of staff is expected to deal with it promptly and effectively.



4.2. The school will undertake proactive work to prevent bullying through:

- School Meetings;
- Tutor groups;
- Subject areas;
- SMSC and Citizenship;
- Student voice;
- Personal Coaches;
- Behaviour for Learning processes and procedures.

4.3. The following steps will be taken when dealing with incidents of bullying:

- If bullying is suspected or reported the incident will be dealt with immediately by the member of staff who has been approached;
- A clear account of the incident will be recorded and given to the personal coaches of both parties;
- A restorative justice approach will be adopted and the personal coaches will initially attempt to resolve the problem;
- Learning Coaches will be kept informed and, if the bullying persists, the tutor should advise the nominated member of the SLT to become involved, who will invoke disciplinary measures as appropriate.

4.4. Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their personal coach and/or a learning coach;
- Reassurance;
- The offer of continuous support – referral to the Counselling service if appropriate.

4.5. Students who have bullied will be helped by:

- Discussing what happened;
- Discovering why the learner became involved;
- Establishing the impact of bullying on the others and the need to change;
- Informing parents or guardians to help change the attitude of the learner;
- Informing coaches to help change the attitude of the learner.

4.6. It is important to note that, in some cases, both parties will feel bullied. In all cases, the school



will discuss carefully with everyone involved to ascertain what happened and what circumstances led to these events. This will then inform how the bullying is dealt with and resolved.

4.7. Bullying will be dealt with within the behaviour for learning framework.

5. Monitoring, Evaluation and Review

5.1. All incidents of bullying will be recorded using the specific form, an annual report will be produced to record incidents of bullying. The Governing Body will monitor the handling of bullying in accordance with the School's Policy and procedures.

5.2. The School will review the preventing bullying policy annually and will seek to consult with representatives of students, parents and carers, staff and employers. The School will measure the extent to which it is meeting its commitments through its review of bullying incidents and outcomes of opinion surveys etc.



6. Bullying and Prejudice Related Incidents Form (copy)

Details of those involved:

	Target(s)		Aggressor(s)	
Names:				
Please also provide per name:				
• Year Group/Staff/Guardian/Visitor				
• Ethnicity (and religion if relevant)				
• Disability or SEN?				
• Gender				

Type of incident (tick all that apply):

Visual/Written (e.g. graffiti, gestures, showing pictures, wearing racist insignia).	Incitement (e.g. spreading rumours or encouraging others to participate).	Damage to personal property.
Physical (e.g. hitting, kicking, pushing or unwanted touching).	Cyber Bullying (e.g. text, facebook or email).	Threat with a weapon.
Verbal (e.g. name-calling, ridicule, comments).	Segregation (e.g. exclude, ignoring or avoiding).	Theft or Extortion.
Racism (e.g. skin colour, nationality culture, ethnicity).	Homophobia (e.g. derogatory use of the word "gay").	Sexism/Sexual harassment.



Disability related.	Religion or belief related.	Gender identity related
Related to the targets perceived characteristics (e.g. skin colour or learning disability).	Related to the perceived characteristics of someone the target associates with (family member, friend etc).	Persistent Bullying

Description of the incident(s):

When did it happen- date & time	Where did it happen?	Summarise- what happened and who was involved including witnesses, participants and bystanders:
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Appropriate action agreed to be taken:

With the aggressor(s)	With the target(s)	With the school
Apology to the targets.	Comfort and reassurance.	Staff/ governors training.
Awareness raising (behaviour unacceptable/valuing diversity).	Buddying , mentoring or peer support	Class /peer group workshop
Restorative justice.	Counselling.	Assembly subject.



	Disciplinary action.		Referral to specialist help/agency		Review of curriculum or policy
	Notify parents/guardian.		Notify parent /guardian.		Campaign e.g. posters
	Exclusion.		Medical Treatment.		Letter to parents/guardians.
	Notify Police (if criminal activity).		Set review dates		Initiative with learning community/local authority
	Other (please describe below):		Other (please describe below):		Other (please describe below):

Repeat Incidents:

Select if this is repeat incident	
Date(s) of the previous incident(s)	

Other relevant information:

Describe any other relevant information: if it has stopped, details of changes made, other people or agencies involved, information about the target and aggressor's relationship, educational needs or attendance record, things that could have influenced the incident such as world events or media coverage.



Form completed by:

Print name	Position	Signature	Date



7. Bullying Intervention Flowchart

