

Anti-Bullying Policy

Rationale: This policy has been written to inform staff, parents and pupils.

The Every Child Matters Agenda states that all young people have the right to be healthy, be safe, enjoy and achieve, make a positive contribution and achieve economic well being. This document details how Cirencester Deer Park School aims to prevent and tackle unpleasant and intimidating behaviour at school, so allowing the fulfilment of the ECM agenda and permitting pupils to fulfil their potential.

Three appendices have been added. These include; a child friendly version of the policy, which is distributed to pupils as part of our General Citizenship programme, some data on our survey looking at pupils' perceptions of bullying issues at Cirencester Deer Park and details of 'Cyber Bullying'.

The policy is an active document which gives, strategies, advice and guidance around the issues of bullying. It is continually reviewed by the Anti Bullying Interest Group.

Contents:

- Definition and types of bullying
- Bullying – General Overview
- How we can prevent bullying
- What to do if bullying happens
- Supporting Vulnerable Students
- General help and guidance
- Anti Bullying Week
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Appendix 1 Pupil Friendly Advice and Guidance on Bullying

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Deer Park Ethos

In order for pupils to fulfil their potential both academically and socially and to meet the criteria of 'Every Child Matters' we want to ensure the safety and welfare of students at Cirencester Deer Park School. The school believes in an 'Inclusive Approach' for all children and any barriers to their learning or development need to be minimised and we recognise social barriers such as bullying do exist. This will not be tolerated and needs to be tackled.

Bullying will be dealt with seriously. School years are crucial years for personal development and intimidation can create a barrier to this development both academically and socially.

Challenging bullying effectively will improve the safety, happiness and performance of pupils. It also improves confidence, performance and attendance of vulnerable pupils, and provides guidelines and controls for pupils whose behaviour is a concern.

What is Bullying?

The Anti Bullying Group (comprising of students, parents, governors and staff) defined 'Bullying' as: "Bullying is when a person makes another feel hurt, intimidated or distressed through mental verbal or physical abuse"

Bullying is a form of discrimination. This is when a person or a group of people are treated differently because of a perceived difference and/or prejudice. These differences can be any range of things for example; race, educational achievement, height, sexuality, weight, accent, gender or name.

Types of Bullying:

- **Racist, Religious and Cultural bullying.** Racial taunts, graffiti, gestures. The Race Relations Act 1976 states that schools and governing bodies have a duty to ensure that students do not face any form of racial discrimination, including attacks and harassment.
- **Sexual.** Unwanted physical contact or abusive comments.
- **Homophobic.** Any hostile or offensive action against lesbians, gay males or bisexuals or those perceived to be lesbian, gay or bisexual.
- **Abuse of the vulnerable.** For example, children with physical disabilities, on the autism spectrum, or with special educational needs. Bullying also occurs to children who are carers or children who have suffered a death in the family.
- **Emotional bullying;** such as ridicule and exclusion, seems to be more common than physical violence and it can also be more difficult to cope with or prove.
- **Cyber bullying.** New methods have also followed this old problem—texting, cruel photos from a mobile phones, emails and web-based attacks are increasingly prevalent.

Bullying may occur in the form of name-calling or exclusion or it can escalate to aggressive and intimidating actions that prevent pupils from taking advantage of the opportunities that the school provides.

If Bullying Occurs – A General Overview

CDPS has a range of options for pupils to seek advice and get help.

- **ALL Ears** – CDPS's Peer Mentoring system – open for students to 'drop in' for a chat. Senior students have been trained by Gloucestershire Council. If the matter is serious then referrals will be made to the pastoral team for staff to deal with. Studies show that peer mentoring systems work, the schools who implement it successfully show a positive change and children feel better supported (Smith and Watson 2004). Through consultation with pupils we have realised that pupils need to be more aware of this facility so it will be advertised more this year.
- **Form Tutors** and the Pastoral Team encourage pupils to discuss social matters with them. This information will be treated with respect and due seriousness.
- **Confidential 'Drop Box'** – where pupils can report incidences anonymously. This will be on a trial basis in Key Stage 3. From pupil feedback it came to our attention that a confidential reporting system was needed.
- **Welfare Assistant** – Mrs Catherall has a range of information leaflets on how to prevent and cope with bullying.
- **Pastoral Team** – Deer Park School has a Pastoral Team (non teaching staff) who work wonderfully with the pupils to ensure they are happy and that learning at school is an enjoyable experience. If at any time a pupil experiences unpleasantness from another pupil the Pastoral Team are there to help. Pupil surveys show that they have great faith in this team.
- **Log Book** - In each pupil's log book there will be a page of useful telephone numbers and web sites. These will be able to provide help and advice if pupils feel they do not want to talk to staff or parents about matters. Such telephone numbers include:
 - Childline Freephone 0800 111 www.childline.org.uk,
 - NSPCC 0800 800 500 www.nspcc.org.uk.
 - Kidscape (and Parent Helpline) 01717 303 300 www.kidscape.org.uk
 - Anti Bullying Campaign 01713 781 446
 - Parent Line 01702 559 900
 - Samaritans 0345 909090 / 01452 306 333
 - Gloucestershire Youth and Community Service 01452 426 391
 - Grapevine (Young People's Advice and Information) 01452 500 080 / 01242 255 888
 - Astra Project (Alternative Solutions to Running Away) 01452 505 553
 - Share (Young People's Counselling) 01452 524 019
 - Social Services
 - Children First 0131 337 8539

How the school will deal with bullying

When a bullying incident is reported, those accused of bullying and witnesses of the incident will be invited to describe verbally to a teacher what has taken place and this will be recorded. The pupil will also have the chance to write down their account of what has taken place.

- Bullying incidents will be recorded by the Pastoral Leadership Team for future reference and all documentation to do with specific incidents will be filed in the Pastoral office.

If a pupil either admits to bullying or it can be proved beyond reasonable doubt that they have taken part in this behaviour then the following methods and sanctions can be used.

The incident will be reported to their parents and a meeting arranged in school to discuss the matter and the action to be taken

A restorative justice package may be used to ensure that issues are resolved.

Social time at break and lunchtimes will be removed.

A change of teaching groups and/or tutor group will be considered

Whole school detention will be put in place

The pupil may be sent home pending a meeting with their parents

A fixed-term exclusion may be put in place.

- ◆ A permanent exclusion will be considered for extreme cases of bullying or repetitive bullying behaviour after earlier sanctions have been used.

Once the bullying incident has been resolved, and the victim of the bullying considers the matter closed, a support programme will be put in place for the person who did the bullying. The school recognises that people who bully have often been victims themselves.

Parents may attend a meeting with their child's tutor, member of the Pastoral Leadership Team or Strategic Leadership Team to discuss the incident and to agree the appropriate action to be taken. The school relies on the support of parents in matters such as this to stop the problem continuing and to help the child improve their behaviour.

Pupils at risk of exclusion as a result of continual bullying will have a Pastoral Support Plan created, which will target internal and external support aimed at improving and stopping the behaviour.

How we can prevent bullying:

- We must all raise awareness of bullying throughout the school/ institution/ community addressing all pupils, parents and staff teaching and non-teaching.
- We must all publicly acknowledge that the school/institution considers bullying to be unacceptable, and is committed to dealing with it.
- We must all help to create and support a culture of care and consideration for others.

Teachers and Support Staff

The important thing is establish environments where bullying is less likely to occur. This may be by setting boundaries around 'courtesy' and 'respect'. You may need to get some background information on a teaching group and how they work together. You also need to:

- Set clear boundaries about expected standards of behaviour in your teaching area
- Encourage pupils to talk to you about their concerns
- Minimise problems by seating pupils away from potential difficulties
- Discuss the role of the 'bystander' in bullying – talk about what bystanders need to do if they witness bullying
- Encourage 'assertive' but not 'aggressive' responses from pupils
- Be aware that you are role models and manage pupils in a way that shows respect for individuals.

Parents

Parents are often best placed to detect changes in behaviour or attitude which might indicate that a child is upset or unhappy and that bullying may be taking place. Parents should also:

- Set clear boundaries about expected standards of behaviour at home
- Encourage your son or daughter to talk to you about their concerns
- Use a 'significant other' adult if your son/daughter doesn't wish to talk to you
- If necessary, approach the school to discuss any difficulties
- Discuss the role of the 'bystander' in bullying – talk about what bystanders need to do if they witness bullying
- Encourage 'assertive' but not 'aggressive' responses from your son/daughter

Pupils

- Generally, the kinder you are to people, the kinder they are to you. Try not to be confrontational or spiteful
- Bullying can happen through no fault of your own, don't let it build up. You must act quickly as soon as anything happens
- Don't act as an 'audience' for bullies. So don't stand and watch or encourage, either walk away or go and tell someone
- Don't be a 'bystander'. If you witness something, report it (even if it's anonymous). You'd like someone to do the same if it was you being bullied

How can we help?

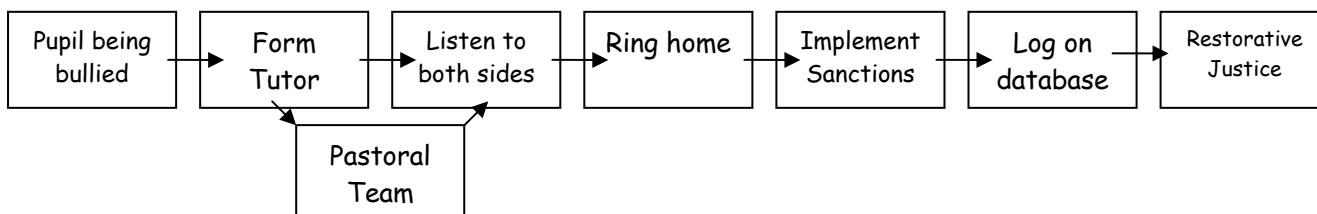
Teachers

- ◆ Pupils and parents need to have faith in the system and pupils need to feel confident that the school will take the matter seriously.
- ◆ School will encourage students to empathise with others and encourage social and emotional behavioural skills throughout the school day. This will be done through school ethos, assemblies, tutoring and Citizenship lessons.
- ◆ School staff will take every opportunity to make it clear to all pupils that bullying is unacceptable. This will be done through assemblies, tutoring and Citizenship lessons.
- ◆ Pupils will have the anti-bullying policy explained to them in assembly and by their tutor.
- ◆ Tutors will discuss matters with their form groups using structured resources and creating an environment where pupils feel confident to admit being bullied.
- ◆ Posters, leaflets and booklets will be distributed and made available for students.
- ◆ Curriculum Evenings/ Parent Information Evenings that are planned in conjunction with the Friends of Deer Park will include a focus on preventative strategies and coping techniques for pupils and parents dealing with a bullying incident.
- ◆ Teach children to be assertive. Differences should be acceptable and never a cause for bullying. Encourage children to be independent in their decision making and individual in their character.
- ◆ Tell the children that bullying (verbal or physical) is *not* tolerated in the school. Everyone is expected to ensure that bullying does not happen and everyone has the responsibility to tell someone - this is not telling tales.

As form tutor, their first avenue for reporting is you

If you feel confident in dealing with the matter, do so, logging it on the Pastoral System.

If you do not feel confident, please refer it to the Pastoral Team who may use conflict resolution or restorative justice techniques to deal with the situation.



- If bullying is reported to you then you might:
 - Talk to the bullies, victims and witnesses individually.
 - If the bullying is about a particular issue (e.g. death, divorce, disfigurement), you could discuss the problem as a class, but not focus on a particular child.
 - Call in parents, ask their suggestions and gain their support.
 - If necessary break up the group dynamics by assigning places and moving pupils

What is Restorative Justice?

'Restorative justice' brings the 'victim' and 'perpetrator' together to discuss their actions and be aware of how their actions have affected another person. It accepts conflict is part of life and it allows pupils to take responsibility for their feelings and behaviour and is a good way to repair the damage caused. It does not make the 'perpetrator' less responsible, but looks at reparations for damage done.

Joan Nash, Cabinet Member for Schools "When people take responsibility for what they have done it is much more effective in stopping them from re-offending than a punishment"

Parents

- Encourage your child be assertive yet not confrontational in their manner. School holds Parents Information Evenings on an annual basis. At these events there is information on Parent Coaching, Teenage Emotions and Parenting Teenagers.
- Encourage them to talk openly with them about any social problems at school and reiterate that bullying' is not something that should be tolerated.
- If you think your child has shown 'bullying' behaviour or is being bullied please contact the school as quickly as possible to discuss issues. Also information is free to download at www.kidscape.org.uk/assets/downloads/kschildrenwhobully.pdf or telephone Parentline on 0808 800 2222 or 01702 559 900

Pupils

- Pupils need to work as a team and realise they are all members of the same community.
- Pupils need to support the efforts of each other, and celebrate the different skills and interests that each person brings to school.
- It is unrealistic to assume that everyone will get on with each other at all times, but no pupil has the right to make school an unpleasant experience for another pupil.
- **Tell a member of staff**
Telling about bullying isn't 'telling tales' or 'grassing'. You have the right to be safe from attacks and harassment and you should not be silent when you are being hurt.
- **Tell a friend what is happening.**
Ask them to help you. It will be harder for the bully to pick on you if you have a friend
- **Try to ignore the bullying or say 'No' firmly, then turn and walk away.**
Don't worry if people think you are running away. Remember, it is very hard for the bully to go on bullying someone who won't stand still to listen.
- **Try not to show that you are upset or angry.**
Bullies love to get a reaction. If you can keep calm they might get bored and leave you alone.
- **Don't fight back if you can help it.**
Most bullies are bigger or stronger than you. If you fight back you could make the situation worse, get hurt or be blamed for starting the trouble.

Supporting Vulnerable Students:

- Pupils who fall into the national vulnerable pupil categories are monitored by Pupil Services staff and have the same opportunities as other groups that may be perceived as vulnerable e.g. statemented pupils or pupils on the autistic spectrum. We understand that pupils may become vulnerable through circumstance and may not fit a predefined category.
- Vulnerable pupils have access to 'coaching' at lunchtimes - a classroom that is staffed, which is safe and allows social skills work to be done if necessary
- The 'All Ears' peer mentoring group are available before school and at break and lunchtimes.
- Pupil Services staff are also available throughout the day (Pastoral managers do not teach) to deal with concerns or worries that this group of pupils might have

Anti Bullying Week

In 2007 this falls on 19 - 23 Nov 2007.

During this week the school plans to launch a high profile campaign which will include a number of events including assemblies on 'bullying' and the affects of it. Also in this week the pupils will own and create an anti bullying charter that all pupils have the opportunity to sign to show agreement.

Advice for Staff

Please see above 'Teachers' section of the policy and refer to the Behaviour Policy. If in doubt, ask for help from a member of the Pupil Services Team.

Contextualisation of Cirencester Deer Park School's Policy

CDPS's Anti Bullying Policy is an integral part of our Behaviour Policy and is reiterated throughout the school via assemblies, posters and leaflets. It is also referred to directly and indirectly through certain subject areas;

Citizenship/PSHE lessons – definitions of bullying, holistic health, role of the bully and the bystander.

RE – nurtures empathy with others, consideration of others feelings, awareness of the consequences of your actions.

Drama – visiting Drama group has raised awareness of the effect that bullying can have on individuals.

Drama also promotes continual empathy, consideration of others feelings, and being aware of the consequences of your actions,

CDPS has conversed with other schools in the area to ensure a coherent and effective approach to bullying is administered consistently throughout the county. We have followed Gloucestershire South West Regional Guidelines and applied a wide range of reading and research to our policy.

Anti Bullying Interest Group

The Anti Bullying Group (comprising of students, parents, governors and staff) meets at least 3 times a year and is responsible for updating this policy along with assessing and evaluating current preventative and interventionist strategies. If you (or your child) would like to be involved in this, please contact Chris Francis (Deputy Head)

This policy will be reviewed annually.

Date of review by Governors: June 2008

Date of review by Ant Bullying Interest Group Review: Continually from Sept 2008

Appendix 1 Pupil Friendly Advice and Guidance on Bullying

If you have a problem to do **with friends or bullying** then you can talk to any of the people mentioned below, but you should have a good relationship with your form tutor so they would probably be the best person. What is 'bullying'.



What is bullying?

Staff, pupils and parents have agreed that:

"Bullying is when a person makes another feel hurt, intimidated or distressed through mental verbal or physical abuse"

What we will do:

The Pastoral Team will listen to BOTH sides of the story before judging anyone involved with bullying. **Bullying will not be tolerated** and anyone guilty of making another student's life unpleasant will be dealt with seriously. This could result in detentions, parental meetings, possibly exclusions. You must understand that we treat all cases seriously. In most cases the two people involved will be encouraged to eventually come face to face and realise the hurt and pain they may have caused, restoring justice and building bridges.

What you can remember to do:

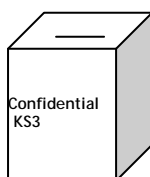
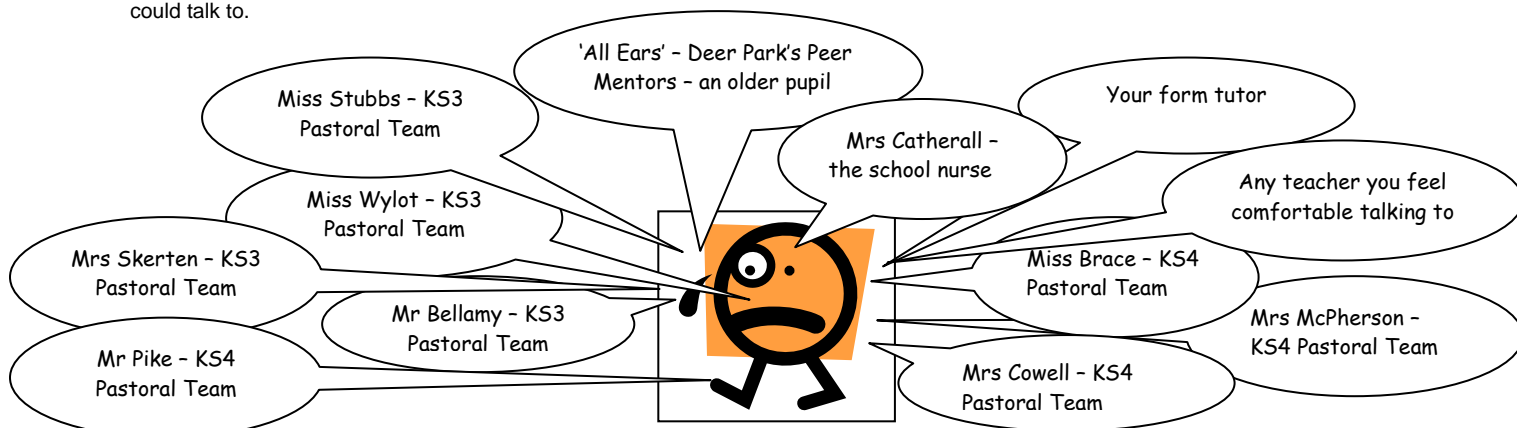


- Treat others as you want to be treated yourself!
- Be respectful to everyone in the community
- If you witness something unpleasant, report it (even if it's anonymous). You'd like someone to do the same if it was you.
- If you are unhappy – tell someone! The sooner we know the sooner we can help!
- Don't act as an 'audience' for bullies. So don't stand and watch, walk away and tell someone
- Everyone is different and that is what makes us so special – difference is not a bad thing – celebrate it!
- Not all pupils will get along at all times, but no pupil has the right to make school an unpleasant experience for another pupil.
- If someone is being unpleasant to you, be 'assertive' but not 'aggressive' when dealing with bullying. If you feel able, tell the bully clearly to stop - this isn't always easy.

Need someone to talk to?

If no one knows you need help then no one can help you!

If you have a problem in school (with the work, with friends or just settling in to a new year) then Deer Park offers a range of people you could talk to.



If you know that someone needs help or if you want to report something to a teacher anonymously, then there is a confidential 'drop box' outside the Key Stage 3 Pastoral Office. Write down your concern and a member of staff will deal with the issue.

Any **medical issue** you have, the first person you should talk to is Mrs Catherall, the Welfare Assistant. Her office is in the Art Block, next to Mr Francis' office (he is Deputy Head of the school and the Head of Pupil Services)



If you have a problem with a **subject or homework**, go and see the teacher who set it BEFORE the deadline day, preferably not the day before either.

We would hope that you feel comfortable talking to at least one member of staff about your problems, but if you don't, then you might want to contact the following people:

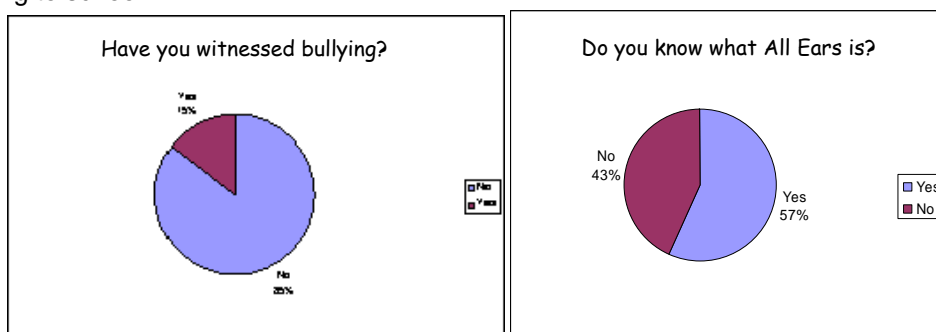
- Childline Freephone 0800 111 www.childline.org.uk,
- NSPCC 0808 800 500 www.nspcc.org.uk.
- Anti Bullying Campaign 01713 781 446
- Parent Line 01702 559 900
- Samaritans 0345 909090 / 01452 306 333
- Gloucestershire Youth and Community Service 01452 426 391
- Grapevine (Young People's Advice and Information) 01452 500 080 / 01242 255 888
- Astra Project (Alternative Solutions to Running Away) 01452 505 553

Appendix 2

Pupil Perception – Is it a Problem?

In March 2007 a survey of pupils was completed to establish whether they thought bullying was an issue and where and when it occurred. The results indicated that Cirencester Deer Park School had lower than average incidences of bullying. However the Pupil Survey did reveal some instances of 'bullying' - a problem that has to be dealt with and resolved. Our results showed the following:

Question asked.	Definitely Agree %	Somewhat Agree %	Don't Know %	Somewhat Disagree %	Disagree %
I feel that good relationships exist between staff and pupils both inside and outside the classroom	24	39	23	4	10
I feel happy talking to staff about any problems you have with other students	13	15	40	14	18
I feel confident that the school has, or would, deal with problems effectively.	20	22	30	19	9
I consider teachers to be fair, firm and compassionate when dealing with problems	23	26	26	12	13
I feel safe from physical harm in school	38	26	16	12	8
I feel safe from emotional harm in school	28	27	17	10	18
I enjoy coming to school	27	22	22	9	20



Parental Perception – Is it a Problem?

Similarly in February and March 2007 a survey of parents was completed to establish whether they thought their child was safe from emotional and physical harm at school. Once again, the results indicated that parents see Cirencester Deer Park School felt their children felt safe and secure at school. Our results showed the following:

Question	Definitely Agree %	Somewhat Agree %	Don't Know %	Somewhat Disagree %	Somewhat Disagree %	Unanswered
I feel that good relationships exist between staff and pupils both inside and outside the classroom	65	14	17	1	1	1
My Child feels happy talking to staff about any problems they have with other students	24	24	39	3	10	0
I feel confident that the school has, or would, deal with problems effectively.	61	23	16	1	1	0
I consider teachers to be fair, firm and compassionate when dealing with problems	36	31	31	1	0	1
My child feels safe from physical harm in school	44	27	17	3	8	0
My child feels safe from emotional harm in school	27	31	27	7	8	0
I agree with the definition of 'bullying' as stated below (this is the one included in the policy)	74	8	7	3	5	3

Appendix 3



Cyber Bullying

Technology is utilised both in and out of school as a source of valuable information to further pupils' learning. However Deer Park recognises that cyber-bullying is on the increase and needs to be tackled.

Cyber bullying includes:

- Text messaging
- Mobile phone calls
- Picture/video clips (via mobile phone cameras)
- Email
- Chat rooms
- Instant Messaging
- Websites (such as Bebo, Myspace, Facebook)

What to do

Pupils:

- Do not reply to any message
- Report it to a teacher or parent
- Save the message as evidence

Parents

- Encourage your child to have an open relationship and talk about any problems they might have
- Take an interest (but don't be intrusive) in what they do on the internet.
- Make it clear that cyber bullying is bullying! It is unacceptable, but without them talking about it no one can do anything to stop it!

Teachers

- We realise that teachers cannot control what pupils do with their mobile phones and computers out of school and as a consequence we quite often have to deal with the consequences in school when the 'cyber bully' and 'victim' come face to face.
- Make it clear through Tutor time, assemblies and Citizenship lessons that bullying of any kind will not be tolerated and will be dealt with.
- We know you do this, but ensure mobile phones are not used during lessons.
- Unless necessary do not activate email when in computer labs and block social utility web sites from being accessed.