

CNS



Governing Body

Antibullying Policy and Procedures

Approved by Governors July 2006



Anti Bullying Policy and Procedures

Aims of Policy

Our anti bullying policy aims to provide a clear message and vision of what we believe bullying to be and how we will attempt to resolve such issues. We would like our students to feel safe and happy at CNS and feel able and willing to challenge bullying of themselves and others, thus creating an anti-bullying ethos across the school, ultimately reducing the number of bullying incidents that occur.

We would like to try to alter the bullying behaviour of some of our students and ensure that staff have a consistent approach and feel supported when dealing with bullying issues. We would also like CNS parents to be confident in the policy and for them to support our policy through commitment to the principles and practices.

Definitions

Bullying is deliberately hurtful, aggressive behaviour which is often repeated. Victims find it difficult to defend themselves against it. (DfES)

Types of Bullying.

Bullying can present itself in a number of forms, some of which are listed below.

- Physical. e.g. Hitting, kicking, offensive gestures, damaging or removing property, acts of violence, extortion, coercion, invasion of personal space.
- Verbal. e.g. Name calling, teasing, spreading rumours, humiliating, threatening, mimicking.
- Psychological or Silent e.g. Ignoring, Isolating, excluding, glaring.
- Racist Bullying Related to colour, ethnicity, culture, faith, national origin or national status
- Gender Abuse Including homophobic behaviour and sexism.
- Disability Harassment.
- Cyber Bullying Through text, (IM), Web, email, chat rooms.

Signs of Bullying

There are many signs of bullying. Some of the more common include:

- Shy or nervous behaviour
- Feigning illness, truanting, unwilling to go to school.
- Change of attitude
- Poor concentration
- Isolated
- Becoming aggressive
- Uncooperative or non communicative
- Sleep/ Appetite problems
- Cuts and Bruises.

Procedures for staff/students/parents

Staff Responsibilities

- Be aware of the Anti Bullying and Behaviour Policies and know how to react to incidents.
- The member of staff who discovers the bullying is initially responsible for dealing with the incident e.g. Class teacher or member of staff on duty. They should support the victim, reassure them and ensure they feel safe.
- The incident should be passed onto the year tutor, who should take statements from both the accused bullies and the victim.
- The Year Tutor will deal with the incident using an appropriate strategy to suit those individuals' needs. e.g. "No Blame Strategy; mediation; sanction.
- The parents of the bully will be informed to enable them to support the student in changing the behaviour. The parents of the student who is being bullied will also be informed and advised of the action taken.
- The Year Tutor will then complete the Bullying Log in the Shared Staff area.
- Both bullies and victims will be supported to try to ensure similar incidents do not happen again.
- The victim will be asked to report any further occurrence immediately.
- A review will be held after a one/two week period to check that there have been no further incidents. The date of this will be recorded in the log. A further follow up will be carried out during the following half term.
- The log will be checked monthly by coordinators and every half term by the Deputy who will bring concerns regarding policy to SMG.
- There will be a regular report to Governors regarding the bullying incidents and effectiveness of measures used.

Students' Responsibilities

If you are being bullied;

- Tell a teacher, parent or another adult so they can help to stop the bullying. If you need support to approach an adult, tell a friend, Listener or Senior who will help you.
- Try not to show you are upset and attempt the strategies such as fogging.

If you see bullying or hear of it;

- Support the victim by standing up for them if you feel you are able to, or report it to someone who can help. Encourage victims to tell their story to someone else so they can get support.
- Do not get drawn into joining in or laughing at bullying incidents.

Parents' Responsibilities

- To be aware of the Anti bullying and Behaviour Policy.
- To allow the school time to investigate fully.
- To sign the home school agreement and support the school by following that agreement.
- To work in partnership with the school by encouraging positive behaviour, valuing diversity and showing sensitivity to others.
- To inform the school of significant behaviour changes and any concerns regarding bullying behaviour of their child or others or fears regarding the possibility of their child being bullied.
- To discuss regularly with their child their feelings and anxieties regarding school work and friendships and to report any concerns to the school.
- To inform the school rather than challenging the incidents of bullying or harassment directly.

Anti Bullying Strategies

- All staff regularly raise awareness of bullying and how to respond to it.
- Regular staff INSET on Anti Bullying Policy and Procedures.
- Deputy Headteacher will attend the anti-bullying workshops biannually
- The guidance coordinator will attend the advisory service anti-bullying meetings
- Assemblies run by students in Anti-Bullying Week
- Yearly Questionnaire to all students re Bullying at CNS
- Promotion of antibullying education through Tutor Time and Guidance Days
- Listeners Service
- Games/protected room
- Assertive training
- Regular input on anti-bullying with parents through Parents’ Forums
- Meetings with parents
- Use of external agencies
- Conflict resolution
- Display materials

Actions to take if bullying does not cease.

- Sanctions in line with Behaviour Policy
- Referral to external agencies
- Exclusion

These procedures will be reviewed annually by the school to ensure that they are being used effectively and are updated in line with the latest guidelines.

Student interviews and questionnaires will be used to assess progress.

Headteacher.....

Chair of Governors.....

Date.....13/7/06.....

ANTI- BULLYING POLICY

The “No Blame” Strategy

This non-punitive strategy aims to support victims and bullies. There are seven stages:

- Stage 1** Listen to the victim
- Stage 2** Get together a group of six to eight pupils including the bully and some pupils who are sympathetic to the bully. Do not include the victim.
- Stage 3** Say to the group, “I’ve got a problem.” Explain how the victim is feeling. Don’t discuss the incident or allocate blame.
- Stage 4** Say, “I need your help.”
- Stage 5** Ask for ideas on how to solve the problem.
- Stage 6** Say, “I’ll leave it up to you.” Fix individual meetings for seven days time.
- Stage 7** See each pupil individually and ask how things are going. See the victim and ask how things are.

The “Negative Inquiry” Strategy

With this strategy, victims are taught how to respond to verbal bullying. The following example indicates the principle:

Bully: Your clothes are old and scruffy. I bet your parents are too poor to buy you decent clothes.

Victim: What’s wrong with being poor?

This strategy will be used in conjunction with the Assertiveness training strategies.

ANTI- BULLYING POLICY

The “Fogging” Strategy

This is a strategy to help victims to deal with verbal abuse. Basically, the victim is taught how to agree with what the bully says.

Example

Bully: You have great big ears

Victim: I know. I do have big ears. (fogging)

Bully: They stick out. If you flap them I bet you can fly.

Victim: Yeah. They stick out. (fogging)

The main “fogging” responses are:

- *That’s true.* (This should be the most effective because it’s the highest level of agreement)
- *That might be true.*
- *I can see why you think that’s true.*
- *That’s your opinion*

In addition to teaching pupils these verbal responses, the following non-verbal behaviours will also be taught:

- *Maintaining eye contact*
- *Speaking clearly and firmly*
- *Not fidgeting*
- *Standing in a relaxed position*

ANTI- BULLYING POLICY

Peer Counselling Strategy

Reliable pupils will be trained in the following skills:

- Active listening
- Showing attentive body behaviour
- How to work out a person's underlying statements
- Paraphrasing what's been said
- Avoiding interrupting and giving direct advice
- Learning how to cope with silence, anger and tearfulness

The system will enable pupil counsellors to be "on duty" during the lunch break.

Pupil counsellors will be told exactly what their responsibilities are, and they will be given guidelines about confidentiality.

There will be a back-up system to support the pupil counsellors.

Assertiveness Training Strategies

Victims of bullying will be taught to use clear, direct and honest messages.

They will be trained to:

Make assertive statements

Resist manipulation and threats

Respond to name- calling

Leave a bullying situation

Escape safely from physical restraint

Enlist the support of bystanders

Boost their own self-esteem

Remain calm in stressful situations