



# Swanshurst School

## Anti- Bullying Policy

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10/6/24	V1.2	Updated version	C Place Assistant Headteacher

# ANTI– BULLYING POLICY

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### 1. Policy Statement

Bullying can be defined as ‘behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally’ (DfE Preventing and Tackling Bullying 2017)

Bullying can include name calling, taunting, mocking, offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours.

This includes the same unacceptable behaviours expressed online, sometimes called cyber bullying which can include sending offensive messages or sending offensive or degrading photos or videos.

This policy is based on the DfE guidance, Preventing and Tackling Bullying – July 2017. [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1069688/Preventing\\_and\\_tackling\\_bullying\\_advice.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1069688/Preventing_and_tackling_bullying_advice.pdf)

It also considers the DfE statutory guidance, Keeping Children safe in education January 2021 <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2> and Sexual Violence and Sexual harassment between children in schools 2021 <https://www.gov.uk/government/publications/sexual-violence-and-sexual-harassmentbetween-children-in-schools-and-colleges>

### 2. Definitions

There are two overall types of bullying behaviour:

- Direct bullying takes place between the person(s) being targeted and the wrongdoer(s)
- Indirect bullying is often associated with social rejection by a wider peer group and is subtler in its nature, for example spreading rumours, or deliberately ignoring the person(s) being targeted.

Bullying takes many forms and can include:

- Physical assault
- Teasing
- Making threats
- Name calling

- Child on Child abuse
- Cyberbullying - bullying via mobile phone or online (eg email, social networks and instant messenger)

Only behaviour that meets the DFE definition, will be defined as bullying.

### 3. Swanshurst's anti-bullying vision:

We want our students to live, learn, socialise and work in an inclusive Swanshurst School, where we value each other's differences, support one another, treat each other with respect, empathy and compassion and refrain from bullying other people.

Swanshurst School is strongly focused on ensuring that our students stay safe.

### 4. Our anti-bullying objectives are:

- To reduce incidents of bullying and outline what we will do to prevent and tackle all forms of bullying
- To build young people's capacity to address bullying and their emotional resilience
- To develop an anti bullying culture where the bullying of adults or young people is not tolerated.
- To ensure parents feel confident that when they send their children to school that they are safe and protected from bullying.

### 5. Links with other school policies and practices

- This policy links with several school policies and practices including;
- Behaviour policy
- Complaints procedure
- Safeguarding and child protection policy
- Mobile phone policy
- Online Safety Policy

### 6. Roles and Responsibilities

At Swanshurst School we promote a culture in which bullying is unacceptable and where 'sharing' is the norm, as this allows us to investigate the incident and put support in place for those who require it.

To create a culture of sharing we promote the phrase 'see it, say it, sort it.' The phrase is used to reinforce the message that by sharing information, we can deal with issues of concern.

All allegations of bullying are recorded and investigating staff will use the Bullying Incident Form (AP1). At the end of the investigation, the pastoral team will decide whether bullying has taken place and whether restorative justice is required between the individuals involved. We will also seek to offer additional support for the victim and perpetrator should the students or school deem it appropriate or necessary.

6.1 At Swanshurst School our Governors will;

- Engage with the data presented on bullying by the Senior Leadership team and ensure policies and processes are being followed rigorously

6.2 Our Head teacher will;

- Hold staff to account for ensuring policies and processes are followed when allegations of bullying occur
- Ensure parents are made aware of these systems and processes
- Ensure our school ethos promotes inclusivity, respect and kindness for all

6.3 Senior Leaders will;

- Ensure policies are reviewed regularly and systems and processes reviewed and refined
- Train all staff including teaching staff, support staff and pastoral staff to take appropriate action following schools' processes including reporting and recording incidents.
- Provide systematic opportunities to develop pupils' social and emotional skills, including building resilience and self-esteem.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities such as student leadership, assemblies, PSHE etc.
- Ensure anti bullying has a high profile throughout the year, reinforced through key opportunities.

6.4 Swanshurst School staff will;

- Promote an organisational culture where bullying is unacceptable and where 'telling' is the norm
- Be vigilant in observing social relationships of pupils
- Ensure that effective and consistent interventions occur swiftly when incidents occur
- Encourage anti-bullying approaches that are focused on generating solutions through joint problem-solving
- Ensure that appropriate emotional and practical ongoing support is available during and after incidents of bullying
- Work pro-actively with other organisations and members of the community to address bullying and its impact.

6.5 Swanshurst pupils will;

- Be involved in the policy writing and decision making to ensure that they understand the schools approach to bullying, and are clear about the part they play in the prevention of bullying.
- Be asked their views on the extent and nature of bullying
- Be regularly reminded how to report issues of bullying, and the different avenues they can take to express concerns and anxieties

- Be involved in anti-bullying campaigns such as the Diana Award and help share the antibullying messages across our wider curriculum

6.6 Involvement with parents and carers. We will;

- Take steps to involve parents and carers in procedures, to ensure they are aware that the school does not tolerate any form of bullying.
- Make sure that key information about bullying including policies are available
- Ensure parents know who to contact if they are worried about their child
- Work with parents/carers and the local community to address issues beyond the school gate that give rise to bullying

7. What should a student do if they think they are being bullied?

- Tell someone they trust – this could be a teacher, member of support staff, a friend or family member
- They can use the ‘SHARP’ on the school website
- Put a note in the school issues box.

SEE IT, SAY IT, SORT IT

### Bullying Incident Form (AP 1)

Incident No.		Date:	
Reported to:		Reported by:	
VICTIMS		ACCUSED	
Name	Form, PP, SEND?	Name	Form, PP, SEND?

Notes: (Including statements from all parties involved)

Details of actions agreed with everyone involved – including parents and carers where appropriate:

Completed by..... Role ..... Date .....

Defined as bullying by the school? (if yes, complete form)	Yes	No
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Explanation of decision

Saya had just been told to stay away and immediately disregarded a contract she had signed. This also falls into 'several times, on purpose'.

Type of bullying

Race	Appearance/Personal issues
SEN or disabilities	LGBT
Gender/Transgender	Religion
Culture Ag	Other

Forms of bullying used (tick all that apply):

Physical aggression

Damaging or taking possessions

Deliberately excluding

Verbal Threats

Name calling & teasing

Spreading rumours

Cyber bullying

Extortion

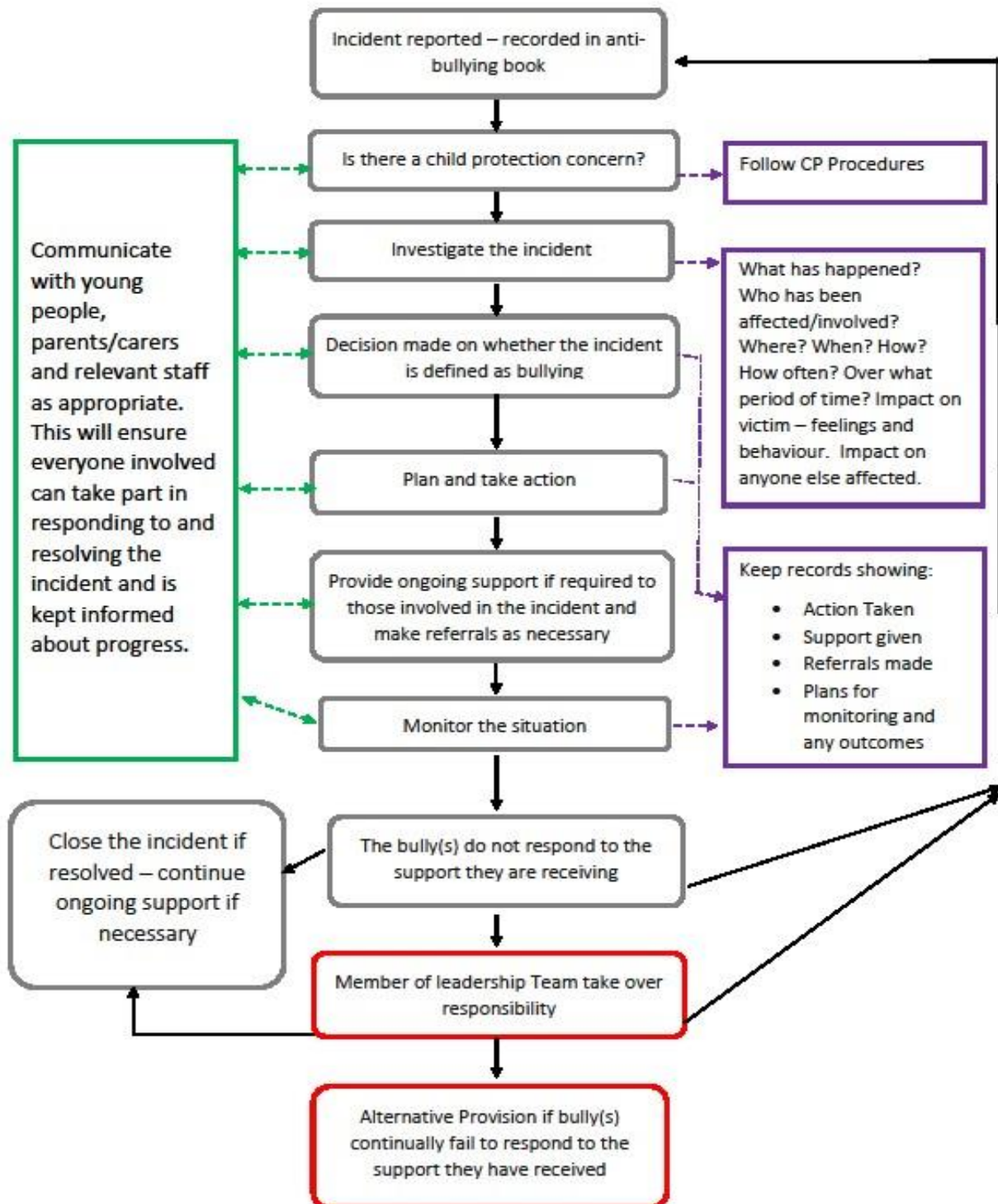
Other (define)

RESTORATIVE JUSTICE REQUIRED : Yes

No

If yes who will lead it and who will be involved?

*Both students are volatile and neither will be likely to listen to the other or respond maturely.*



Reviewed by: C Place

Review Date: June 24

Next reviewed: June 25