**ANTI BULLYING POLICY**

Smannell Field School works to promote an ethos where pupils are kind, try hard and don’t make excuses for their failings. This policy will draw upon these core values to illustrate how bullying can be prevented and resolved.  We recognises that pupils will learn best in a safe, calm and inclusive community that is free from disruption and in which education is the primary focus. Staff, pupils and parents have a responsibility to report bullying as soon as possible. They also have a responsibility to implement the preventative strategies outlined in the policy.

We are aware of our statutory responsibility to discipline pupils for poor behaviour outside the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Headteachers the power to discipline pupils for poor behaviour when they are not on school premises. This can relate to bullying incidents occurring anywhere on or off the school premises.

This policy should be used alongside the school’s Safeguarding Policy as child on child abuse must be considered as a potential source of significant harm.

**Aims**

* To work towards the elimination of bullying at our school
* To work at all times within the Whole School Behaviour Policy
* To involve all members of the school community in countering bullying
* To enable pupils, staff, parents and governors to understand what constitutes bullying and their specific responsibilities
* To ensure that there are strategies to minimise the risk of child on child abuse and procedures
* To enable parents to feel confident that bullying will be effectively dealt with by the school
* To reiterate to all members of the school community that bullying behaviour will not be tolerated

**What is bullying?**

*‘Bullying is the wilful, conscious desire to hurt, threaten or frighten someone else’*

There are different types of bullying:

* Psychological (being excluded from groups and rumours etc.)
* Cyber (abusive text messages, internet messages etc.)
* Verbal (threats, name calling, racism, homophobia etc.)
* Physical (punching, kicking, scratching, pushing, throwing objects at someone etc.)

Bullying invariably undermines self-confidence and initiative and can create a cycle of poor performance and further criticism, potentially causing depression, stress, mental or physical ill-health, with consequent absence from school or work.

Some forms of bullying may break the law and may be reported to the police by the school:

* Violence or assault
* Theft
* Repeated harassment or intimidation, e.g. name calling, threats and abusive phone calls, emails or text messages, sexual harassment and peer on peer abuse
* Hate crimes – any incident which the victim, or anyone else, thinks is based on someone’s prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender

**Prevention**

*“A school’s response to bullying should not start at the point at which a child has been bullied. The best schools develop a more sophisticated approach in which school staff proactively gather intelligence about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place.*

(Department for Education - Preventing and tackling bullying, July 2017)

Preventing bullying behaviours can be possible through a range of proactive measures. At Smannell Field School, we look for every opportunity to prevent bullying type behaviours from happening.

Some of the actions the school takes to prevent bullying include:

* The issue of bullying is included in the curriculum
* Bullying is addressed through the Safeguarding programme and is aligned with the standards of the PSHE Association
* The curriculum and tutor time reinforce British Values and our ethos
* Pupils are not permitted to use their mobile phones around the school; this is partly to prevent cyber-bullying
* Staff have been trained to be vigilant and to watch and listen for any bullying type behaviours, no matter how small
* Seating plans in lessons are carefully considered using any relevant information about the relationships between specific pupils
* Posters around the school emphasise the importance of diversity in the school community
* Working with the wider community such as the police/children’s services where bullying is particularly serious or persistent to send a strong message that bullying is unacceptable within our school.

Smannell Field School recognises that specific groups of pupils are particularly vulnerable to bullying.  These include children and young people with Special Educational Needs and Disabilities (SEND), young carers, Black and Minority Ethnic (BME), those who are, or thought to be lesbian, gay, bisexual, transgender, queer, questioning, intersexual, asexual or pansexual (LGBTQ+).  As such, prevention of bullying considers the specific patterns of discrimination these groups face.

Smannell Field School has clear strategies for responding to bullying incidents. These may include outcomes from the school sanction system (Choices and Consequences) as detailed within the school behaviour policy. The consequences of bullying will reflect the seriousness of the incident.  All sanctions will be applied fairly, consistently and reasonably – after careful consideration of possible contributing factors such as special educational needs, disabilities or other vulnerabilities of both the victim and perpetrator.

The school will support the victim upon finding out about bullying, but will also seek to work with the perpetrator of the bullying in order prevent further incidents in the future.

**Reporting Bullying**

**Pupils** can report bullying of themselves or someone else in the following ways:

* Speaking to their Tutor
* Speaking to Bonnie (Family Support Manager)
* Speaking to Mr Lovegrove, Mrs Edney, Rachel (DSLs) or any member of staff

**Parents/Carers** can report bullying of their child or someone else’s in the following ways:

* Contacting their child’s tutor by email or telephone
* Contacting the Headteacher or Assistant Headteacher
* Importantly, parents/carers are reminded that they can speak to **any** member of staff in school regarding this

**Investigation**

The investigation in to the bullying incident(s) will be conducted by the most appropriate member of staff, depending on the severity of the allegation.

Any investigation in to alleged bullying will be discreet, sensitive, timely and thorough. The exact timeline of investigations will vary depending on the scenario but will usually include:

* The victims will be talked to along with other witnesses and statements will be taken
* The accused will be talked to, to get their version of events
* Other staff, pupils and parents will be involved, where needed
* Parents/carers will be kept fully aware
* All pupils will be made aware that such behaviour will not be tolerated

**Outcomes**

* The student who has been bullied will be offered support if they feel they need it; this may depend on the nature and severity of the incident
* Pupils who have displayed bullying behaviour will be issued sanctions in line with the Whole School Behaviour Policy
* Sanctions are outlined in the Whole School Positive Behaviour Policy
* Parents of those bullied and bullying will be notified of the outcomes of the investigation

**Links**

Our school website [www.sfs.hants.sch.uk](http://www.sfs.hants.sch.uk) has useful links to organisations that can support parents and pupils who are worried and concerned about bullying.