

SOUTH HAMS FEDERATION

ANTI-BULLYING POLICY

Reviewed: 22.01.18

Review: January 2020

BACKGROUND INFORMATION

The schools in the South Hams Federation are for girls and boys aged 4-11 years and have a combined total of approximately 560 pupils. Children on roll come from both single and dual parent families. In each year there are a few children identified with special educational needs. There is a wide social mix and very varied family backgrounds. The school catchment areas are extensive and serve a large rural area and isolated coastal hamlets. A large proportion of children travel in from local outlying villages. The schools have active PTFAs, which are mostly involved in fund-raising and supporting the teachers.

LEGAL REQUIREMENTS

Under section 22 of the Education (No. 2) Act, Executive Headteachers are responsible for maintaining acceptable standards of discipline and regulating the conduct of pupils. Section 1 of the Education Reform Act 1988 requires schools to offer their pupils a balanced and broadly based curriculum which promotes their spiritual, moral, cultural, mental and physical development. Schools are expected to uphold certain values including those which reject bullying and cruelty.

The schools in the South Hams Federation offer pupils a balanced and broadly based curriculum which, according to section 1 of the 1988 Education Reform Act, it:

- Promotes “the spiritual, moral, cultural, mental and physical development of pupils at the school and of society” and prepare “such pupils for the opportunities, responsibilities and experiences of adult life”

Anti-bullying makes particular reference to the following objectives:

- Children and Young People are physically healthy.
- Children and Young People are mentally and emotionally healthy.
- Children and Young People are safe from bullying and discrimination.
- Children and Young People are safe from crime and anti-social behaviour in and out of school.
- Children and Young People are safe from maltreatment, neglect, violence and sexual exploitation.
- Children and Young People engage in law-abiding and positive behaviour in and out of school.
- Children and Young People develop positive relationships and choose not to bully or discriminate.

AIMS AND OBJECTIVES OF THE SCHOOLS ANTI-BULLYING POLICY

The schools will aim to:

- Reduce the incidence of bullying in this school.
- Create a safe environment for all pupils and staff.

The schools will work towards these aims in partnership with the parents. The aim of the anti-bullying policy is to clarify the system of dealing with a bullying incident and outline the content and manner in which anti-bullying education will be delivered in this school.

Other school policies that have relevance to the anti-bullying policy are:

- PSHE
- Equality
- Child Protection & Safeguarding
- Behaviour
- Health and Safety
- Sex and Relationships
- SEND Policy
- Spiritual, Moral, & Cultural

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- Drug Education and Incident Management
- Children in Care
- School Partnership
- Mobile Phone
- Internet Usage & On-Line

MORAL AND VALUES FRAMEWORK

The schools believe that all staff and pupils have the right to feel safe and secure in the school environment. The schools encourage the following values:

- Respect for self
- Respect for others
- Responsibility for their own actions
- Responsibility for their family, friends, school and wider community

EQUAL OPPORTUNITIES

The schools are committed to working towards equal opportunities in all aspects of school life. All resources used will support this commitment.

CONTENT

The anti-bullying education programme will:

- Provide information that is relevant and appropriate to the age and developmental stage of the pupils
- Develop skills of assertiveness, communication and effective dialogue in relationships, enabling pupils to deal with conflict and feelings e.g. anger
- Encourage the exploration and clarification of values and attitudes, rights and responsibilities
- Foster self esteem, positive self-image and confidence

Topics and themes will be revisited taking account of the pupils' development and the spiritual curriculum concept. The content of the anti-bullying education programme will focus on:

- Feelings and relationships
- Personal safety
- Lifestyles and culture
- Growing up
- Conflict resolution
- Peer pressure

ORGANISATION

Anti-bullying education will be co-ordinated by the PSHE coordinators in close co-operation with the Executive Headteacher.

Delivery will be:

- As topics
- Addressed occasionally in assembly time
- Through pastoral time
- Through circle time
- Through small group work

Active learning methods involving pupils' full participation will be used. The school nurse will be used to support pupils as appropriate.

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SPECIFIC ISSUES

The role of outside agencies and procedures for their involvement

Outside agencies will be used to support and assist the teachers in the development of the classroom-based work and on a one to one basis. They will be required to work within the schools moral framework outlined earlier. Every individual who has contact with the pupils will be DBS checked.

Confidentiality

Pupils will be made aware that some information cannot be held confidential and that their best interests will be maintained.

Disclosure or suspicion of possible abuse – the schools in the South Hams Federation have a Child Protection & Safeguarding policy and procedure for dealing with child sexual abuse based on the LA guidelines and recommendations. This policy is available on request.

HIV/ AIDS policy

The schools follow the procedure outlined by the County Council with regard for supporting pupils or staff infected or affected by HIV/Aids.

Safety of the school environment

Every effort is made to ensure the safety of pupils and staff at the schools in the South Hams Federation. Extra staff has been allocated to supervise areas at break and lunchtimes and are in contact with each other.

Consultation with parents / carers

Parents/carers will be notified and kept informed. The Executive Headteacher will be informed of all bullying incidents. She will be involved in liaising with parents/carers who will be kept regularly update.

Complaints procedures

Any complaints about the anti-bullying procedures or programme should be made as part of the School's Complaint Procedure.

Disciplinary procedures

The schools will handle each case individually recognising that the future of the pupils involved could be affected by the decision and subsequent action employed.

Incidents outside school

The procedures laid out in this policy equally apply to any incidents off school premises where the pupil/s are involved in school activities. Incidents outside the school will be dealt with by the police. Parents will notify the school so that staff are made aware of the situation.

Responses to bullying incidents

The schools will treat seriously all incidents, including those involving text messages and e-mail, which are brought to the attention of the staff. The victim will be listened to, a record of the incident will be documented and appropriate actions will be taken. Parents/carers will be notified and kept informed. Witnesses will be interviewed and a record made. The perpetrators will be interviewed and a course of action will be decided dependent on individual circumstances.

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Monitoring procedures

Records will be kept of all reported bullying incidents by the Executive Headteacher who will provide support to pupils and liaise with parents. An observation in the record will be made as to how these

facts were obtained e.g. hearsay, gossip, observation, the age and gender of all pupils involved, the nature of the incident and type of response made. The bullying record book will be regularly monitored and follow up interviews with pupils will be implemented.

A factual brief summary of the incident will be placed in the files of the victim and the bully. These records can be accessed by the PSHE co-ordinator and will be held according to the South Hams Federation policy.

DISSEMINATION OF THE POLICY

All staff members and governors will receive a copy of this policy. Several copies are available for loan from the schools offices on request. The policy will be made available on the school's website.

ASSESSMENT AND RECORDING

Anti bullying education is part of the South Hams Federation's planned PSHE programme, and is assessed as part of the PSHE assessment programme. This is detailed below.

Teachers assess the children's work in PSHE and citizenship both by making informal judgements as they observe them during lessons and by doing formal assessments of their work, measured against the specific learning objectives set out in the National Curriculum. We have clear expectations of what the pupils will know, understand and be able to do at the end of each key stage.

MONITORING AND REVIEW

Possible success indicators indicating the effectiveness of the programme will include:

- Fewer reports of bullying
- Fewer pupils reporting that they bully others
- More pupils reporting that they feel the school is trying to do something to reduce and prevent bullying
- More pupils feeling that there is less bullying in school
- More staff responding to bullying behaviour.

Feedback from staff, parents and pupils will indicate the effectiveness of the procedures and education programme. Anti-bullying education forms part of the South Hams Federation's PSHE curriculum and is monitored as part of this programme.

The PSHE co-ordinators are responsible for monitoring the standards of children's work and the quality of teaching. The co-ordinators support colleagues in the teaching of PSHE and citizenship, by giving them information about current developments in the subject and by providing a strategic lead and direction for the subject in the schools. The PSHE co-ordinators are also responsible for giving the Executive Headteacher an annual summary report, evaluating strengths and areas for development in the subject.

The PSHE co-ordinators arrange visits to the schools from any relevant representative from a partner organisation who is involved in supporting the PSHE provision. An annual report will be made by the Executive Headteacher to the governors regarding the effectiveness of the policy.