



Anti-Bullying Policy

Title	Anti-Bullying Policy
Author/Owner	Deputy Headteacher (Student Wellbeing)
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A Statement of the Purpose

The purpose of this Policy is to set out the way in which the Local School Committee (LSC) seeks to ensure that harassment of any kind is never tolerated at the School so that everyone feels safe, respected and able to learn.

A Citation to the Legal Authority and/or Standards

St. Martin's School (SMS) aims to comply with the legal duties under the [School Standards and Framework Act 1998 \(Chapter 31, Part II, Chapter V, Section 61\)](#) to ensure that policies designed to promote good behaviour and discipline on the part of its students are pursued at the School.

Rationale

The School recognises that bullying is not only hurtful, but also stops students from learning. The School is committed to maintaining an ethos and environment, which encourages and fosters acceptable standards of behaviour, good personal relationships and a respect for the individual, promoting diversity and demonstrating care and courtesy.

Guiding Principles

The School is clear that a culture of 'not telling tales' encourages bullying, and it is determined to empower children to report bullying in the sure knowledge that each incident is taken seriously, accurately recorded, and investigated with support and sanctions being used, as appropriate. It is the School's clear aim to deal with bullying immediately and effectively, but, more importantly, to prevent it. The School continues to make all stakeholders aware of this Policy, and trains all new staff with regard to the associated procedures.

Expected Outcome

All members of SMS are expected to demonstrate tolerance and respect, including respect for difference and diversity.

Procedures

The procedural details for carrying out this Policy are the same as for any other incident of poor behavior, whereby a full investigation is carried out and dealt with under the separate SMS Behaviour Policy.

Summary of Approach

The School tries its best to keep everyone smiling. It does not want anyone to feel that they have to hide away. The School says 'No!' to bullying and does everything it can to prevent it from happening and, if it does happen, to deal with the incident in a firm, fair and supportive way.

Definition

SMS defines bullying as any behaviour that is the unfair use of power to hurt others, make a person feel threatened, upset or belittled. This includes all acts of physical, verbal, psychological and emotional aggression or harassment. Examples may include:

- Physical abuse of others through hitting, kicking or theft;
- Verbal abuse of others through name calling and sexual comments;
- Cyber abuse of others through social media or text messaging;
- Psychological abuse of others through spreading rumours, excluding someone and victimisation;
- Discrimination of others because of religious beliefs, race or gender;
- Peer pressure or group bullying of others.

Actions Taken by the School to Try to Prevent Bullying

The School has a number of ideas that it uses to try to prevent bullying. These include:

- role plays in some Drama lessons;
- the Prefects in Peer Support (PIPs);
- discussing issues in Civics lessons and through Thought for the Week in form time and assemblies.

SMS senior staff are always on duty at break-times and lunchtimes, which helps to create a safe and friendly environment, whilst those, who feel vulnerable, are offered safe-havens.

The School also has helpful information in the homework diaries and all Year 7 students receive a handbook with advice on how to deal with bullying, if it happens.

In addition, information about what the School feels about the issue of bullying is displayed around the School and in classrooms. SMS also tries to prevent bullying by ensuring that all pupils are aware of the consequences and sanctions if they bully others in the SMS community.

Actions Taken by the School when Bullying Happens

If an incident of bullying occurs in SMS, the School tries to support the victim through the use of mediation meetings, which involve all parties. Sometimes this may also include the parents/carers in an effort to help to resolve the problem. There may be times when the School also involves its Social and Emotional Aspects of Learning (SEAL) Coordinator to help support the victim and also the perpetrator, who may not always realise the effect they have had on the person, who has been bullied.

The School's PIPs and in-school counsellors can also provide help and support for any student affected by an incident of bullying. The School requires the bully to sign the School Anti-bullying Contract.

The School's form representatives meet regularly to discuss the current situation within their Year Groups with the aim of working with staff to provide extra support for those, who need it. This may, for example, include the setting up of a safe haven.

The School also recognises that there are times when its sanctions are required in order to deal with a bully. These sanctions may include a detention, community service, time in isolation or being excluded from areas of the School or even suspended from attending School for a period of time. There may also be the need to permanently exclude the bully from School.

Other Documentation

This Policy should be read in conjunction with the following:

- SMS Attendance and Punctuality Policy;
- SMS Behaviour Policy;
- Trust Searching, Screening and Confiscation Policy;
- Trust Use of Reasonable Force Policy;
- Trust Safeguarding and Child Protection Policy.