

# **OVERTON GRANGE SCHOOL POLICY**

## **ANTI-BULLYING POLICY**

Govs. Comm: CURRICULUM AND STUDENT

### **Reasons for the policy**

All students at Overton Grange have an equal right to participate and enjoy their education in order to fulfil their potential. Any action which hinders the educational and/or social development of any student will not be tolerated.

The policy recognises that the Equalities Act, 2010 gives schools a general duty to

- promote equality
- promote good relations across all groups
- eliminate unlawful discrimination

It is also important to recognise that bullying can take place in all relationships: between students, between students and staff, or between staff.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

It is important to make the distinction between bullying and friends falling out with each other. Falling out is an inevitable part of a student's life that they need to learn to cope with and resolve. Bullying is neither inevitable nor acceptable.

Bullying can occur through several types of anti-social behaviour. It may be directed towards an individual's special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability, etc.

It can be:

- Physical – a student can be physically punched, kicked, hit, spat at etc.
- Verbal – verbal abuse can take the form of name calling.
- Cyber bullying – a student can be bullied by others sending abusive text messages or e-mails or by abusive comments being made via social media
- Damage to property or theft – students may have their property damaged or stolen. Physical threats may be used by the bully in order that the student hand over property to them.

### **What is the policy going to do?**

- Promote positive attitudes towards each other.
- Encourage an atmosphere where bullying does not occur.
- Ensure that staff, students, parents and carers are all aware of what constitutes bullying.
- Encourage students to report incidents of bullying.
- Ensure that bullying incidents are taken seriously, followed up and dealt with appropriately.
- Encourage everyone to actively challenge bullying whenever and wherever it occurs.

### **How is the policy going to be put into practice?**

- Positive attitudes towards each other will be promoted through the CPSHE programme, assemblies, tutor time and all aspects of school life.
- Procedures will be in place for staff to follow when bullying incidents are reported to them
- Bullying incidents will be taken seriously and dealt with sensitively.
- Staff will be expected to actively promote and implement a whole school ethos that is opposed to bullying in all its forms.
- Students will be informed of the school's policy and procedures and encouraged to report incidents of bullying through the CPSHE programme, assemblies, tutor time, student council and notices displayed in classrooms and around the school.
- Students will be consulted about the school's procedures via the School Council
- Information will be provided for parents and carers which explains the school's anti-bullying policy and procedures and provides advice and guidance on support strategies should their child be a victim of bullying.
- Appropriate support will be developed by the Pastoral Team
- Appropriate sanctions will be used to address bullying

### **Criteria for success**

- Students feel safe, happy and successful at school.
- Students, parents and carers have confidence in the school's procedures for dealing with bullying (feedback from questionnaires, school council consultation, external review)
- Few incidents of bullying occur.

### **Monitoring and evaluation**

- A central record will be kept of all bullying incidents which will be available to governors. The link governor for Child Protection will meet with the Deputy Headteacher (Pastoral) each term
- Incidents of bullying will be monitored by the Deputy Headteacher (Pastoral)

- Regular review of policy and procedures by Local Authority/External organisation

### **Links with other policies and procedures**

- Anti-bullying Charter
- Behaviour Policy
- Child Protection Policy and procedures (including peer-on-peer abuse)
- Equal Opportunities Policy
- Exclusions and Suspensions Policy
- Online Safety Policy
- Special Educational Needs Policy
- Whistle-blowing Policy
- Procedures for reporting and recording incidents of discrimination, bullying, peer-on-peer abuse and harmful sexual behaviour.
- Staff Code of Conduct