



Policy Document

Anti-Bullying Policy

Principle

Cornfield School will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff.

Cornfield School defines bullying as follows:

Any interaction between a individual or group of people with a less powerful individual or group that is perceived or intended to cause hurt, pain, suffering, humiliation or degradation to the less powerful individual or group.

Bullying behaviour may be direct or indirect.

Direct forms include physical violence and threats; verbal assaults and taunts; the destruction of property; extortion; unwanted sexual interest or contact and racist behaviours.

Indirect forms of bullying include: ignoring and the withdrawal of friendship; excluding; malicious gossip and spreading rumour; abusive or offensive graffiti.

Purpose

To ensure that students learn in a supportive, caring and safe environment without fear of being bullied by:

- Preventing bullying at Cornfield School.
- Encouraging all in the Cornfield School community to take responsibility for stopping and preventing bullying.
- Respecting the right of every student to feel safe and secure in school.
- Offering victims of bullying comfort and support.
- Creating a climate where it is accepted that because bullying is wrong it is "OK to tell". (Students are to be encouraged to report all types of bullying and discrimination.)
- Creating a climate in which the victim and the bully can meet to discuss the incident(s) and achieve an acceptable resolution.
- Encouraging and supporting bullies to change their behaviour and attitudes towards others.

Principles

Cornfield School believes that:

- All students have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to degrade or abuse them.
- There is no justification for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, sexual orientation, and ability are rejected as excuses for bullying.
- Bullying behaviour is a problem for both the bully and the victim and should be addressed in positive and constructive ways which provide opportunities for growth and development for the bully and victim alike.
- Effective management of bullying is a shared responsibility and strategies should, as appropriate, involve school staff, parents, carers and other professionals involved with students who are the victims or perpetrators of bullying behaviour.
- It is important to invest time and resources in the prevention and management of bullying and staff, from time to time, may require advice and training.
- Information about Cornfield School's Policy and Procedures should be made available to students and their parents/carers

Details

It is inappropriate to detail precisely prescribed actions because the nature, severity and type of bullying will invoke particular responses to individual incidents.

Responses for the Victim

Staff at Cornfield School will offer a protective, proactive, sympathetic and supportive response to students who are the victims of bullying. The exact nature of the response will be determined by the nature of the incidents and the particular student's needs and may include a variety of strategies detailed in the procedure.

Responses for the Bully

Cornfield School is of the view that positive use of sanctions can be useful in responding to bullies. The use of sanctions in response to bullying incidents will be in a proportionate way and the more serious the cause for concern the more serious the response. The range of sanctions is detailed in the procedure.

Cornfield School takes bullying very seriously and will adopt a supportive, pragmatic, problem solving approach to enable bullies to behave in a more acceptable manner.

Cornfield School also seeks to give effective support to bullies to help them modify their behaviour. The range of support is detailed in the procedure.

Prevention

All staff at Cornfield School are aware of the issue of bullying and the need to apply the School's policy when episodes of bullying are witnessed or reported. Staff are expected to constantly reinforce the message to students that bullying is unacceptable and will take positive action to prevent and control it.

Throughout the school the issue of bullying will be raised at appropriate times through

- assemblies
- the curriculum via the Tutor Programme, Life Skills schemes of work and Citizenship
- access to external agencies
- visitors to the school to raise and discuss issues
- the School Council
- appropriate staff training
- periodic, and as appropriate, questionnaires to parents and students.

Roles and Responsibilities

All staff are responsible for

- identifying and reporting any incidents with a racist, sexist, disability or homophobic connotation.
- recording all incidents of reported bullying (within the school definition) in an appropriate manner.

Teachers and Tutors are responsible for

- day to day monitoring of student behaviour, being aware of the potential for, or real, acts of bullying.
- providing an initial response and implementing the Dealing with Bullying procedure.
- referrals to the Behaviour Manager/SENCO/SLT

The Behaviour Manager is responsible for

- reviewing the effectiveness of the Policy on an annual basis
- student perceptions from the School Council and other students via surveys
- implementing the Dealing with Bullying procedure.
- investigating racial bullying and keeping a Racial Incidents Log.

The Member of Staff with responsibility for Child Protection is responsible for:

- dealing with bullying that lies within Child Protection issues of physical, sexual, or emotional bullying

The Headteacher is responsible for

- promoting the Policy throughout the school
- ensuring implementation of the Policy throughout the school.

The Governors are responsible for

- monitoring serious bullying and racist incidents identified in the Child Protection Policy
- ensuring that the school has made an adequate response to any relevant Child Protection legislation or guidance.

Monitoring and Evaluation

The Behaviour Manager in concert with the Senior Leader will maintain up-to-date records of bullying incidents and produce annual summary figures of serious bullying incidents.

The Governors will monitor the effectiveness of the Policy by receiving the annual summary figures of serious bullying incidents and a report from the headteacher.

Approved By Governors	Review Date
Dec 17	Autumn 2020
Final Draft Distribution	