

THE BOLSOVER SCHOOL

Nothing but the best



Anti-Bullying Policy



Anti-Bullying Policy

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Statement of Intent

At The Bolsover School, we are committed to providing a safe, caring and friendly environment for learning for all our students to allow them to maximise their potential.

We would expect students to act safely and feel safe in school and that they feel confident to seek support from school should they feel they or others are unsafe.

Bullying of any kind is unacceptable at The Bolsover School.

We would want parents to feel confident that their children are safe and cared for in school and that incidents when they do arise, are dealt with promptly and well. The school is aware of its legal obligations including the Equalities Act 2010. We are aware of our role in supporting parents and working with other agencies outside the school where appropriate.

Bullying is deliberate, hurtful behaviour, either physical or psychological, which is **unprovoked and is repeated over a period of time**.

Some types of bullying are: Physical e.g. hitting, kicking, taking belongings.

Emotional e.g. derogatory name calling of an insulting and/or personal nature.

This can include demanding money, goods or favours by means of threat or force.

Verbal e.g. name calling, insulting remarks.

Written e.g. threatening or embarrassing notes or graffiti

Social e.g. spreading rumours, excluding from groups

Sexual e.g. unwanted physical contact or sexually abusive comments

Homophobic, biphobic or transphobic e.g. because of, or focussing on sexuality or gender identity

Racist e.g. racial taunts, graffiti, gestures

Cyber e.g. the use of mobile phones or the internet

This policy aims to:

- Ensure all governors, teachers and non-teaching staff have an understanding of bullying and the different types of bullying.
- Ensure that all governors, teachers and non-teaching staff know what the academy's policy is on bullying and should follow it when bullying is reported.
- Ensure that all students and parents should know what the academy's policy is on bullying and what they should do if bullying occurs.
- Assure students and parents that the academy will not tolerate bullying and that they will be supported when bullying is reported.

Reporting and responding to bullying

The school has clear systems to report bullying for the whole school community (including staff, parents, children and young people).

This includes those who are the victims of bullying or have witnessed bullying behaviour. All reported incidents will be taken seriously and investigated thoroughly.

Staff

If a staff member suspects or has any evidence to suggest that a student may be being bullied, they should refer the matter directly to the appropriate Head of House as a matter of urgency. A student may indicate by signs or behaviour that he or she is being bullied. A staff member should be aware of the possible signs and they should investigate or seek further advice from the pastoral or safeguarding staff if they notice if a student:

- Does not want to attend school, feels ill in the morning or truants.
- Wants to be driven/does not want to travel on their own to school.
- Becomes withdrawn, anxious, lacking in confidence and is frightened to say what's wrong.
- Has items of money 'lost' or 'go missing' and/or comes home hungry.
- Has unexplained injuries.
- Attempts or displays signs/discloses thoughts on suicide or running away.
- Begins to suddenly under-perform academically.
- Becomes disruptive, aggressive or unreasonable and they start bullying others.
- Changes their routine and/or the student stops eating.
- Is afraid and/or nervous to use the internet/mobile phone and receive cyber messages/calls.
- Give improbable excuses for any of the above.

Students

- Students should report instances of bullying (directed at themselves or anyone else) to any member of staff but ordinarily this would be the Form Tutor initially or the Deputy Head of House or Head of House.
- If these members of staff are not immediately available, or if it is easier to do so, students can report the issue directly to the staff who are at Student Services, who will ensure that the information is passed onto an appropriate and available staff member.

The Bolsover School is firmly committed to working in partnership with parents. The school would like to work together to enlist the support of the student – either as a victim or perpetrator. Concerns about bullying should be referred directly to the student's Head of House either by telephone call, email or by a pre-arranged meeting.

Summary of System

1. Bullying reported by staff/parent/student to Head of House (via other staff members or Student Services in some cases).
2. The Bullying behaviour or threat will be investigated and appropriate action taken (see 'Responses/Sanctions' below) and recorded by staff on the School Information and Management System (SIMS).
3. In most cases, parents will be contacted.
4. Heads of Houses, tutor and/or Pastoral Team will monitor the student after the bullying has been dealt with to support them and avoid the bullying continuing or starting again.

Sanctions

Depending on the evidence that is provided and the nature of the incident(s) the school may take any of the following steps:

- Child spoken to by member of staff.
- Specific warning issued.
- Parents of perpetrator(s) contacted/ made aware.
- Targeted Mentoring Programme.
- Detention(s).
- Student placed “on-report”.
- Break/ lunchtime isolation.
- School Isolation (REMOVE).
- Exclusion.

Further Responses

Following the incident/incidents, the academy may also respond in a range of different ways:

- The bully may be monitored in the days/weeks after by being placed on Report.
- The bully may be asked to apologise and restorative work completed.
- The victim may be monitored by a mentor from their Vertical Tutor Group as well as by their Form Tutor and Head of House.
- When the issue is recorded formally it may indicate a racist or homophobic nature of the behaviour involved.

Prevention

As part of our ongoing commitment to the safety and welfare of our students the school has developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- The Head of House or Form Tutor may invite a parent in for a meeting.
- Contact/meetings with appropriate outside agencies i.e. Behaviour Support Services may be set up.
- The wider curriculum (delivered during Tutorial) at the school educates students on what bullying is, what the types are, how they can deal with it and how it can be dealt with.
- All students cover cyber-safety and cyber-bullying.
- The student voice structure has the means for students to feedback any concerns of this nature to the Heads of House, Pastoral team and Senior Leaders of the school.

Further Information/Guidance Keeping Children Safe in Education.