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Anti-Bullying Policy

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Governors/Committee Meeting:	Community & Extended Services
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SLT Lead:	AAN

Fir Vale School

Anti-Bullying Policy September 2012

Bullying is 'deliberately hurtful behaviour, repeated over a period of time'. Bullying can take many forms, these include:

- Physical bullying (hitting, kicking, theft ...)
 - Verbal bullying (racist, sexist, homophobic comments and name calling)
 - Indirect bullying (e.g. spreading rumours ...)
 - New technology bullying (texting, happy slapping, email, social networking sites ...)
- (Appendix 2)**

Bullying comes in many forms and is an evolving and changing area.

Philosophy

The Fir Vale Anti-Bullying Policy is based around the following statements of purpose:

- All bullying is unacceptable. This is regardless of who bullies or how the bullying is delivered or what reasons are given to justify bullying actions.
- Fir Vale School recognises the negative effect on children and young people who may be subjected to bullying. All evidence shows that students who feel safe, work harder and achieve more.
- Victims of bullying should always be treated in a supportive manner by staff. All Fir Vale staff are aware of the importance of dealing with bullying incidents effectively.
- The harmful effects on school performance and social development which may be caused by bullying are recognised by Fir Vale School.
- Students who bully need to change their behaviour (it is the behaviour not the person that is condemned) and they too will need support to do this. Bullying is a transient form of behaviour and students who bully need support to change that behaviour.

Statement of Intent

The aim of the policy is to remove all bullying behaviour at Fir Vale School. We have a zero tolerance approach to bullying at Fir Vale. All stakeholders sign A Charter for Action **(Appendix 1)** committing themselves and the school community to non toleration of bullying. Our objectives with this policy are:

- To further create an environment at Fir Vale School in which bullying is viewed as inappropriate in all circumstances and at all times.
- To provide strategies and guidance for all stakeholders on how to reduce bullying incidents. All stakeholders will include students and parents. **(Appendix 1 and Appendix 3).**

Fir Vale School has developed a wide range of initiatives in this area and the school is constantly reviewing and updating its approaches. Current initiatives include:

- Peer mediation
- Learning mentors and SSOs use of positive problem solving (PPS)
- Use of referral meetings

- Referral forms
- Anti Bullying contracts
- Outside agencies e.g. the community police liaison officer
- Student Support Officers
- Assemblies
- PSHE/Citizenship programme
- To put into place appropriate support for both the victim and the student(s) who bully, it is important that there is an end to the incident.
- To recognise that we all have a responsibility for challenging bullying behaviour. If everyone challenges bullying in all its forms then we can create a culture within the school of respect and tolerance.
- To have a clear process by which students can report bullying incidents and to ensure that reported incidents are thoroughly investigated. All relevant stakeholders will be informed of the outcomes from the investigation. It is important that students are aware of how to inform on bullying incidents, as this can be one of the most difficult areas for students.
- To ensure that all bullying incidents are recorded. We need as a school to know what the level of bullying is like and to ensure that bullying is decreased year on year. Bullying incidents will be recorded on the Fir Vale referral form.

Entitlements in Fir Vale School

Whilst a student is on the school premises or on the way to school, they are entitled:

- To feel safe, secure and not made to feel unhappy – at all times.
- Not to be touched against their will.
- Not to be teased about their race, gender, sexuality, disability, home life, weight, performance at school or physical appearance.
- To not be spoken about in a negative and hurtful way.
- We are further developing our culture within school which allows all students to feel safe and contented. This will further help to support the drive to improve standards.

Support for those who are bullied

Support for the victim of bullying is at the centre of all that we do in this area. A comprehensive programme of support for the victim of bullying is put into place and part of this programme is to ensure that the bullying behaviour is stopped. We will then ensure that all parties can move forward and fulfil their potential at school. We will at all times ensure that bullying incidents are dealt with promptly and brought to a quick and satisfactory conclusion. A large number of staff can be involved in this process, including tutors, teachers, learning mentors, student support officers, the Directors of Learning and the Senior Leadership Team. The school will keep parents informed about incidents of bullying and the outcomes.

Support for the student(s) who bully

We recognise that bullying behaviour is often a consequence of other factors. We want to support the student(s) who bully to modify their behaviour and to take a full and productive part in school life. Stopping bullying behaviour is a major move forward for all concerned.

To achieve this we will work closely with the students who bully to modify their offending behaviour. This programme of change will involve a number of Fir Vale staff and may also involve outside parties where appropriate. We will actively encourage parent participation in this support programme.

Making bullying unacceptable is a key part of our role. We need to modify student behaviour to ensure that bullying is eradicated from Fir Vale School.

System for reporting bullying incidents

We cannot act if we are unaware of the bullying incident. We encourage students to report all incidents of bullying to the following people:

- Form Tutor
- Directors of Learning
- Learning Mentor
- Teacher
- Parent or Carer
- Friends/Peers

Bullying incidents will be recorded on the Fir Vale referral system and will also be recorded using the Sheffield Children and Young People's Directorate bullying reporting template. Governors will regularly be updated on the number of bullying incidents.

The number of bullying incidents will be reviewed weekly by key staff, including the Directors of Learning and the Senior Leadership Team.

Other factors

- Teachers will always listen to reports of bullying behaviours.
- Teachers will listen to victims of bullying, but will make clear that to resolve the problem other people will need to be informed and involved.
- There will be regular training, support and guidance for all Fir Vale staff.

Our aim is nothing less than to remove the scourge of bullying from Fir Vale School. We recognise that bullying, in all its forms, can have a serious affect on those involved. Safe and contented students will achieve more and will develop into committed and involved citizens.

Evaluation and Monitoring

This policy is a working document and will be updated as new guidance is produced or, in response to research, review or other events that have not previously been covered in depth. Monitoring of the policy will involve consideration of the following data; any increase/reduction in the number of incidents referred for attention; monitoring individual victims/bullies with a view to improved circumstances; positive feedback from parents, students and staff; monitoring of the willingness in students to report instances of concern; tracking of incidents to inform future decisions on availability of network and infrastructure that can access the internet.

Policy

The impact of policy and provision will be reviewed regularly and formally presented annually to governors to ensure that statements of intent outlined in this policy are enforced and promoted through the work of the school.

Related Policies

Safeguarding Policy
E-safety Policy
Behaviour Policy

Appendix 1

Bullying – A Charter for Action

We are working with staff, students and parents to create a school community where bullying is not tolerated.

Our school community

- Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- Supports students to identify and tackle bullying appropriately.
- Ensures that students are aware that all bullying concerns will be dealt with quickly, sensitively and effectively.
- Reports back quickly to parents/carers regarding their concerns on bullying.

Signed by Form Tutor: _____

Signed by Student: _____

Signed by Parent/Carer: _____

Any student who feels they are being bullied should share their concerns with their Form Tutor or Student Support Officer.

Out of school, the telephone number for the NSPCC Childline is 0800 1111.

Acceptable Use Policy for the use of Email and ICT – Students

1. The schools ICT systems should only been used for school work and homework.
2. Your usernames and passwords for the school login and websites such as MyMaths should be kept safe and not shared with other students. You must only login on your own account.
3. Files stored on USB sticks/Cd/DVD that are brought into school should be checked for Viruses and should only be related to school work.
4. You should not attempt to delete or change files belonging to someone else.
5. You should not attempt to bypass the schools internet security and monitoring systems, they are in place for your protection. If a website is blocked that you feel is an educational resource inform a member of staff and it will be reviewed.
6. Email should only be used with people you know, using your email account to send chain letters and bulk emails to multiple contacts may result in your email account privileges being removed.
7. If you receive an email from someone you don't know which is unpleasant or upsetting or contains offensive material inform your form tutor.
8. When performing internet searches you should not deliberately search for/View or Download material which may be offensive to other users, this includes Pornographic, Violent or Racist material.
9. Any emails which are sent or comments posted onto the VLE must not cause upset/offend or harass other users. Remember to be polite and use grammar to the best of your ability.
10. Capturing or creating digital photos/videos and voice recordings of other students or staff is forbidden unless you have their consent.
11. You should not attempt to install software or cause harm to the network, this includes playing games from USB sticks. If caught you risk your access to the school network being suspended.
12. Intellectual property rights should be respected at all times and if used in your school work acknowledge the sources you use.
13. Understand that your communications, internet activity and files are monitored and checked at all times, anything that is deemed inappropriate will be flagged and your account could be suspended and parents informed.
14. Using email to communicate with staff members about **school work** is permitted but the staff member is not obliged to reply.

The school may exercise its right to monitor the use of the school's computer system, including access to websites, the interception of email and the deletion of inappropriate materials where it believes unauthorised use of the school's computer system may be taking place, or the system may be being used for criminal purposes or for storing unauthorised or unlawful text, imagery or sound.

All students use computer facilities including Internet access as an essential part of learning, as required by the National Curriculum. Both students and their parents/carers are asked to sign to show that the e-Safety Rules have been understood and agreed.

Students' Agreement

- I have read and I understand the school e-Safety Rules.
- I will use the computer, network, mobile phones, Internet access and other new technologies in a responsible way at all times.
- I know that network and Internet access may be monitored.

Signed by student: _____ **Date:** _____

Parent's Consent for Web Publication of Work and Photographs

I agree that my son/daughter's work may be electronically published. I also agree that appropriate images and video that include my son/daughter may be published subject to the school rule that photographs will not be accompanied by student names.

Parent's Consent for Internet Access

I have read and understood the school e-Safety rules and give permission for my child to access the Internet. I understand that the school will take all reasonable precautions to ensure that students cannot access inappropriate materials but I appreciate that this is a difficult task.

I understand that the school cannot be held responsible for the content of materials accessed through the Internet. I agree that the school is not liable for any damages arising from use of the Internet facilities.

Signed by Parent/Carer: _____ **Date:** _____

Home/School Agreement

We aim to raise aspirations and achievement of all students in a safe, stimulating learning environment. We invite you to work with us in partnership, to help students to realise their full potential.

The School

School will aim to:

1. Provide a safe, caring and supportive environment.
2. Provide a balanced, stimulating and well-taught curriculum to meet the needs of your child.
3. Achieve high standards of work and behaviour in the classroom supported by building good relationships and developing a sense of responsibility.
4. Set, mark and monitor appropriate independent or home study.
5. Check and sign planner weekly.
6. Keep you informed about your child's progress in school and other school related matters.
7. Be welcoming to parents and provide opportunities to become involved in the life of the school.
8. Ensure that all students follow the school's Code of Conduct.

Signed by Form Tutor: _____

Student

I will aim to:

1. Attend school every day, on time and wearing full and correct uniform.
2. Bring correct equipment, planner and personal reading book to school every day.
3. Follow the Code of Conduct and respect all other members of the school community.
4. Do my best both in class and in my independent study.
5. Take a mature and active part in the life of the school.
6. Make the most of the opportunities given to me.

Signed by Student: _____

Parents/Carers

As a Parent/Carer, I will aim to:

1. Take an active interest in all aspects of my child's school life.
2. See that my child attends school regularly, on time and is properly equipped for all lessons and activities, including wearing full school uniform.
3. Ensure I contact school if my child is ill or unable to attend.
4. Make sure that my child completes work that is set according to the school's guidelines by checking and signing the planner weekly.
5. Encourage my child to follow the school's Code of Conduct and support any agreed action taken by the school.
6. Support the school in recognising that the appropriate conduct of students is necessary to create a positive learning environment for everyone.
7. Encourage my child to develop attitudes and values appropriate to life in a multi-racial and culturally diverse society.
8. Attend parent meetings to discuss my child's progress.
9. Let the school know about any concerns and problems that might affect my child's work or behaviour.

Signed by Parent/Carer: _____

Name of Parent/Carer: _____ **Date:** _____