Plymouth Studio School
Anti-Bullying Policy

This policy outlines what Plymouth Studio School will do to prevent and tackle bullying.

The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture.

1 Introduction

1.1 Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", March 2014). Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

2 Aims and objectives

. 2.1 Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

. 2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

. 2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur, including cyber-bullying.

. 2.4 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

3 Forms of Bullying

Bullying can happen to anyone. This policy covers all types of bullying including:

• Bullying related to race, religion or culture.

• Bullying related to SEND (Special Educational Needs or Disability).

• Bullying related to appearance or physical/mental health conditions.

• Bullying related to sexual orientation (homophobic bullying).

• Bullying of young carers, children in care or otherwise related to home circumstances.

• Sexist, sexual and transphobic bullying.

• Bullying via technology – "cyberbullying"

4 The role of governors

. 4.1 The governing body supports the Principal in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

. 4.2 The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Principal to keep

accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

. 4.3 The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Principal and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

. 4.4 This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying records, and by discussion with the Principal. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

5 The role of the Principal

. 5.1 It is the responsibility of the Principal to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Principal reports to the governing body about the effectiveness of the anti-bullying policy on request.

. 5.2 The Principal and Deputy Principal ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Principal/DHT draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Principal/DHT may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

. 5.3 The Principal ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

. 5.4 The Principal sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

6 The role of staff

6.1 Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If staff witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Deputy or Principal, the member of staff informs the child's Parents and Carers.

Staff actively supports anti-bullying strategies by teaching children directly about safeguarding issues and cyber-bullying. Information is regularly sent home to Parents and Carers and carers to further develop parental awareness of safeguarding issues on the internet and mobile devices.

We keep a record of any bullying incidents on SIMS. If any adult witnesses an act of bullying they should record the event on SIMS and inform SMT.

If, as members of staff, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied:

we explain why the action of the child was wrong and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Deputy or Principal. We then invite the child's Parents and Carers into the school to discuss the situation.

In more extreme cases, for example where these initial discussions have proven ineffective, the Principal may contact external support agencies such as Social Care.

Staff members routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Staff members attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

7 Involvement of Pupils

We will:

• Regularly canvas children and young people's views on the extent and nature of bullying.

• Ensure that all pupils know how to express worries and anxieties about bullying.

• Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.

• Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.

• Publicise the details of help lines and websites.

• Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

8 The role of Parents and Carers

Parents and Carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's teacher immediately.   Parents and Carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

9 Monitoring and review

This policy is monitored on a day-to-day basis by the Deputy and the Principal.

10 Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

•   Behaviour Policy

•   Complaints Policy

•   Safeguarding and Child Protection Policy

•   e-Safety (Online Safety) and Acceptable Use Policies