



ANTI-BULLYING POLICY

Please refer to our Behaviour Policy for further details.

Cumberland School Anti-bullying policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

Cumberland School is a very diverse and inclusive community. We recognize that pupils with SEND are at risk of bullying in schools and experience greater rates of victimization than non disabled pupils.

Because of this we:

- Have an increased awareness of the impact of bullying related to pupils with SEND.
- Ensure that all pupils understand the effect of language and behavior which discriminates against those with SEND.
- Work towards all pupils feeling safe valued and respected irrespective of their SEND
- Encourage language and behavior that supports diversity and inclusion and challenges stereotypes.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups, cyber bullying).

This school recognises that bullying that is motivated by prejudice is a particular concern, for example racist, sexist and homophobic bullying and bullying related to perceptions about disability and/or special educational needs. All staff will be provided with appropriate training in equality and diversity, so that they are equipped to tackle these issues on a wider scale as well as in relation to bullying. Further details of our commitment to this can be found in our Equality and Diversity Policy.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in school. Cumberland is a 'Telling School'.

Schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Promotion of this policy

The policy and methods for reporting bullying concerns will be promoted throughout the school, for example in information packs for new pupils and staff and through regular awareness raising activities with existing pupils and their families.

Implementation

The following steps may be taken when dealing with incidents:

- if bullying is suspected or reported, the incident will be dealt with **immediately** by the member of staff who has been approached
- a clear account of the incident will be recorded and given to the Headteacher (or designated member of staff linked to the year group)
- The Headteacher (or designated member of staff) will interview all concerned and will record the incident
- Form tutors will be kept informed and if it persists the form tutor will advise the appropriate subject teachers
- parents will be kept informed
- punitive measures will be used as appropriate and in consultation will all parties concerned.

Pupils and staff who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Providing reassurance that the bullying will be addressed
- Offering continuous support
- Restoring self esteem and confidence
- The use of specialist and/or referrals to other agencies e.g. educational psychology, where appropriate

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- official warnings to cease offending (including negative referral)
- detention
- exclusion from certain areas of school premises
- inclusion
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion and/or possible legal action

Parents

- Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.
- Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal complaints procedure.
- Where a pupils is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in

addressing their child's behavior, for example restricting/monitoring their use of the internet or mobile phone

- Referral of the family to external support agencies will be made where appropriate

Prevention

Cumberland School uses a wide range of strategies to tackle the issue of bullying. These include:

- PDE (Personal Development Education) which teaches and identifies different types of teasing and bullying; how to deal with and respond to bullying and ask for help; the effects of bullying and how to challenge it assertively; and to take the initiative in giving and receiving support.
- The principles behind SEAL which is a curricular based strategy based on five domains of social and emotional development, including self awareness, managing feelings, social skills and motivation.
- Improving the school environment which enables the school to reduce bullying 'hotspots'. CCTV is used extensively.
- Assemblies are used to deliver a whole school message about issues related to bullying.
- School Council meets regularly with members of school staff to discuss and decide on policy issues.
- Adult modeling of positive relationships and communication is key to Cumberland's positive climate of behaviour which plays an important role in reducing bullying.
- Lunchtime is managed by the school's Behaviour Team who are all trained in preventing and responding to bullying when it occurs. This team is supported by a small group of lunchtime supervisors who also ensure the school corridors remain safe for our pupils.
- Inclusion leaders and prefects are peer led interventions which enable KS3 and KS4 pupils to play a key role in ensuring a safe environment for the pupils and conflict resolution.
- The 'SHARP' (Support, Help, Advise, Report, Protect) system enables pupils to report their concerns related to bullying and keeping safe. Pupils, parents and staff can log into a secure web site for a variety of reasons.

This is not an exhaustive list and the school provision is constantly being reviewed and amended.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. Referrals will also be monitored on a regular basis by the school behavior team.

More detailed guidance for pupils can be found on Fronter in Pupils' Shared Resources including a confidential email link to Learning Mentors.

Anti bullying awareness and training is part of the school's annual training programme for teachers and support staff.