

AFIA Anti Bullying Policy & Procedures

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Approved by	
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Rationale:

AFIA has an agreed anti-bullying policy to ensure that all school stakeholders (students, parents, staff and administration) understand the common definition of bullying and the collective community response to it. The anti-bullying policy must cover all aspects of school life and all stakeholders without exception to ensure that all those who work in the school do so in a safe, positive learning environment.

The anti-bullying policy is linked directly to the AFIA core values.

Therefore, it is essential that all members of the school community understand and abide by the policy and model respectful behaviour in all situations. This encourages and empowers all stakeholders to be proactive in creating a positive sense of community and responsibility so that the opportunities for bullying to exist are minimized.

Policy Aims:

The aim of the policy is to ensure that pupils learn in a supportive, safe and caring environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure environment. Further aims are: -

- To give all stakeholders an understanding of bullying.
- All staff should know what the school policy is on bullying and follow it when bullying is reported.
- All stakeholders should know what the school policy is on bullying, and what they should do if bullying occurs.
- To deal effectively with bullying.
- To ensure that all members of the school community feel responsible for combating bullying.
- To promote the vision and core values of the school.

What is Bullying?

Bullying can be defined as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. Bullying may take many forms including:

- **Verbal** bullying which includes name calling, taunting, mocking and making offensive comments.

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- **Physical** bullying which can include kicking, hitting, pushing and taking away belongings.
- **Emotional** bullying which includes gossiping, excluding people from groups, isolating an individual and spreading hurtful and untruthful rumors about them.
- **Racist** bullying occurs when bullying is motivated by racial, ethnic, or cultural prejudice.
- **Sexual** bullying is where someone makes unwanted physical contact or makes sexually abusive comments.
- **Sexist** bullying occurs when bullying is motivated by a prejudice against someone because of their gender.
- **Cyberbullying** is the above unacceptable behaviour expressed online. It can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying is recognised by the school as being a form of peer-on-peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.
- Pupils who are being bullied may show changes in behaviour such as becoming shy or 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.

Some warning signs(indicators) that a student is being bullied:

- Changes in academic performance.
- Appears anxious.
- Regularly feeling sick or unwell. Wanting to visit the nurse regularly.
- Reluctance to come to school.
- Clothes/bags torn or damaged.
- Money/possessions going missing.
- Unexplained cuts and bruises.
- Unexplained behaviour changes such as moody, bad-tempered, tearful.
- Loss of appetite. Not sleeping. Weight loss.
- Seen alone a lot.
- Not very talkative

Some reasons why people bully:

- Desire to appear powerful
- Unhappiness
- Feelings of inadequacy
- Difficulties at home
- Learned behaviour

What is not Bullying?

1. One-off incidents

Bullying is persistent and repetitive, and generally fits a pattern of behaviour. However, there will be occasions when a one-off incident is so significant that it causes long term effects and is therefore categorized as bullying.

2. Mutual conflict

A disagreement, argument or fight in which both parties have equally participated and where there is no imbalance of power.

Reporting Bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe. Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA
- student council members

Pupils are taught that it is important to talk to a trusted adult if bullying is taking place outside of school. Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher / tutor. When pupils report their concerns our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

Responding to bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school.

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- All parties involved in incidents will be listened to.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm.
- A clear written account of the incident will be recorded and given to the social worker.
- The Head of school will be informed of serious cases of bullying together with the parents/guardians

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of both victim and perpetrator. Parents/guardians are encouraged to support the school to ensure that bullying does not continue.

Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Working towards restoring self-esteem and confidence.
- Where necessary, providing ongoing support; this may include working and speaking with staff, offering formal counselling, engaging with parents and carers.

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed.
- Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.

Preventing bullying Environment

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration, and care for others, which will be upheld by all. (Making noticing board about bullying in the classroom and the corridor)
- Recognize that bullying can be perpetrated or experienced by any member of the community.
- Challenge practice and language (including ‘banter’) which does not uphold the school values of tolerance, non-discrimination, and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Celebrate success and achievements to promote and build a positive school.

Bullying Incident Record Form

Date/time of incident	
Names of Students involved (including bystanders):	
Location of incident:	
Type of bullying (physical, verbal, indirect, cyber):	
Form of bullying (racist, cultural related to home circumstances etc) :	
Brief summary of incident (Also keep record of witness statements)	
Member/s of staff reported to/witnessed by:	
Impact of incident	
Response to the student/s who was/were bullied:	Response to the student/s who is accused:
Follow up action (including dates)/Including meeting with parents:	
HOS signature:	
Social Worker Signature:	

Policy Review:

This policy will be updated following consultation and agreement of any changes through working parties, and at the end of the academic year. Any changes to be clearly communicated to all teaching and learning teams.