



THE **CORBET** SCHOOL

# Anti Bullying Policy

October 2023

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The Corbet School aims to foster a healthy and safe community where individuals take responsibility for themselves and show respect for others emphasising the importance of positive relationships amongst all members of the school and the community.

## 1. Statement of Intent

The Corbet School is committed to ensuring 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. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

## 2. Legislation.

The policy references to [The Equality Act 2010](#) and shows our commitment to preventing and responding effectively to the bullying of protected and vulnerable groups of children.

Some groups of children and young people are more at risk of bullying because they may identify as, or are perceived to be, 'different' from their peers including being targeted because of their identity or protected characteristics. It is important to note that the following groups also intersect and some children and young people may be even more at risk because they fall into more than one or multiple, at risk groups. These include disabled children / children with SEN, those who are or perceived to be LGBT+, race and religion targeted including G.T.R pupils, young carers, looked after children, those struggling with their mental health, appearance targeted, sexist and sexual bullying.

## 2. Definition

Bullying is any behaviour, which is deliberately intended to hurt, threaten, or frighten another person or group of people. **It is repeated and usually unprovoked and can continue for a prolonged period.** It always reflects an imbalance and abuse of power. It is important that it must not be confused with the usual childhood/teenage squabbles and arguments where individuals "fall out" with one another.

### Bullying can be:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence

TYPE OF BULLYING	DEFINITION
Prejudice-based and discriminatory, including: Racial Faith-based Gendered (sexist) Homophobic/biphobic Transphobic Disability-based	Taunts, gestures, graffiti, or physical abuse focused on a particular characteristic (e.g., gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites
Home circumstance	Targeting individuals who are looked after children or because of a particular home circumstance

## The difference between bullying and other behaviour

There are many other behaviours that can be unpleasant and need to be addressed but are not necessarily bullying, although they can potentially develop into bullying. For example:

Arguments, disagreements or “fallings out” - people fall out of friendships/have arguments, which is normal. These can be occasional or accidental, and sometimes people become friends again. Such situations can be reported to the school if students are distressed or require support in coming to a resolution. If negative behaviours occur and are repeated or targeted, they can become bullying.

A one-off verbal comment – this is unacceptable behaviour and should still be reported to the school so that it can be dealt with. If the incidents are repeated or targeted, then they can constitute bullying.

A one-off physical altercation such as a fight – this is unacceptable behaviour and should be reported to the school so that it can be dealt with. If the incidents are repeated or targeted, then they can constitute bullying.

An incident of barging or pushing in the corridor – again this is unacceptable and should be reported so that it can be dealt with, although it may be an accident. However, if someone is repeatedly being pushed then this is likely bullying.

Bullying can therefore constitute any of the above activities within the context of the definition provided. Bullying may occur to anyone at any time including for home-to-school transport and online, and this policy is inclusive of the bullying of school staff, whether by pupils, parents, or other staff. (Members of the school workforce suffering from or concerned about bullying may also contact their trade union or professional association for support and advice).

Bullying can seriously damage a person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, or taking unusual absences. There may be evidence in work patterns, lacking concentration or truanting from school. These signs and symptoms may indicate other problems, but bullying should be considered a possibility and should be investigated.

### **3. The Corbet Schools Objectives**

To prevent, de-escalate and/or stop any continuation of harmful behaviour.

To react to bullying incidents in a reasonable, proportionate, and consistent way.

To safeguard the pupil who has experienced bullying and to trigger sources of support.

### **4. Policy Aims**

All pupils, parents, staff, and governors should have an understanding of what bullying is.

Staff and governors should follow the school policy when bullying is reported or suspected.

All pupils and parents should know what bullying is and inform a member of staff if bullying arises.

The school will always take bullying seriously. We use a range of proactive and reactive strategies to combat and prevent bullying.

### **5. Reporting Procedures**

**Pupils** can report bullying of themselves or someone else in the following ways:

In school you can talk or write to:

- Form Tutor
- Year 7 can speak to their Year 11 Buddy
- Year group Student Support Officer
- Their Key Stage Assistant Head (Deputy Safeguarding Lead)
- Importantly, pupils are reminded that they can speak to **any** member of staff in school they trust
- Speaking to your parent/carer and asking them to pass on the information to the school.

### **Advice for pupils - what to do if you are being bullied?**

- Report it as soon as possible – tell someone you trust. Remember that telling someone who can help is a form of standing up for yourself.
- Keeping a record of what is happening. The easiest way to do this is by reporting everything to the school so that it can be logged. If the bullying is online, take screenshot evidence and report it to the Social Media provider.
- Do not retaliate – walk away from any situations if possible. If the bullying is online, do not respond.
- Spend your time with people that make you feel good.
- Do not blame yourself – it is not your fault. No matter what, you do not deserve to be bullied and it is wrong.
- Be proud of who you are; remember that you are unique and special.
- Consider your use of social media carefully – make sure you are only interacting with friends that you can trust.
- Avoid getting others involved – it is important to be clear about what has happened.

### **REMEMBER – YOU ARE NOT ALONE!**

#### **Advice for Pupils - I think someone else is being bullied.**

- Talk to them – check that they are OK and let them know that you care.
- Take action – report your concerns.
- Do not support the bully, through word or deed (or by being a bystander), in his/her actions

### **See it – Hear it – Report it!**

**Parents/Carers** can report bullying of their child or someone else's in the following ways:

- Contacting their child's Form Tutor or teacher by email, telephone, meeting
- Contacting their year group Student Support Officer by email, telephone, meeting
- Importantly, parents/carers are reminded that they can speak to any member of staff in school regarding this. Staff will pass this on to the year group Student Support Officer.

#### **Advice for parents**

- Be observant of unusual behaviour, e.g. if your child shows a reluctance to attend school
- Listen and reassure your child – the bullying is not their fault. Try to establish the facts.
- Find out what your child wants to happen next. Help to identify the choices open to them; the potential next steps to take; and the skills they may have to help solve the problems.
- Encourage your child to report any bullying to the school, e.g. Form Tutor Student Support.
- Inform the school immediately that you suspect bullying so that it can be addressed. Contacting the Form Tutor or Year group Student Support officer is the best option.
- Encourage your child to get involved in activities that build their confidence and esteem.
- Advise your child not to fight back but to stand up for him/herself by informing someone who will help.
- Assist the school in implementing strategies / measures to deal with the bullying.
- Avoid contacting other students or parents; this is likely to exacerbate the situation.

- Avoid posting about the situation on Social Media; this is likely to make the situation more difficult for all parties. If the bullying is occurring via Social Media, report it to the provider.
- If you are unhappy with the way in which the school is dealing with the situation, escalate your concerns to the Senior Leadership Team.

## Staff

Where bullying is going on in lessons, teaching staff are expected to intervene and sanction. This should be recorded in satchel:one and shared with Heads of Department and Student Support staff. Any bullying that occurs outside of lessons should be referred to the year group student Support officer via satchel:one referred incident for further investigation.

## 6. Investigation

The investigation into the bullying incident(s) will be conducted by the most appropriate member of staff, depending on the severity of the allegation. This may include the Form Tutor, Support Officer, Assistant Headteacher, Deputy Headteacher or may include external agencies such as Shropshire School Transport and the Police.

Any investigation in to alleged bullying will be discreet, sensitive and thorough. The exact timeline of investigations will vary depending on the scenario but will usually include:

- The victims will be talked to along with other witnesses and statements will be taken
- The accused will be talked to, to get their version of events
- Other staff, students and parents will be involved, where needed
- Parents/carers will be kept aware
- A record will be placed on the pupils file in satchel:one or CPOMS
- C.C.T.V in school or on school transport may be used to assist with any investigation
- All pupils will be made aware that such behaviour will not be tolerated.
- Form tutors and subject staff will be kept informed and asked to monitor the behaviour of the pupils concerned.

Each incident of actual or alleged bullying will be unique in its representation and its level of impact on the individuals concerned. Therefore, it is important that the school is given the opportunity to tailor a strategy to address the situation and to support the bullied student according to the particular incident/s.

Pupils who are victims of bullying will be offered the opportunity to discuss their experience with their form tutor or another member of staff, be offered support in terms of access to support staff to restore self-esteem and build confidence.

Pupils who have bullied will be helped by; discussing what happened, discovering why the student became involved and establishing a sense of wrongdoing. Parents/carers will be informed to help change the attitude and behaviour of the student.

In agreement with both parties involved there will also be the opportunity to rebuild relationships, involving a discussion mediated by a member of staff as a way of resolving disputes.

## **7. Sanctions**

Pupils who have displayed bullying behaviour will be issued sanctions in line with the school behaviour policy. School will work with Shropshire Transport to ensure Bullying behaviour on school transport also receive a warning letter or possible lengthy ban. Where this occurs parents will need to make appropriate arrangements to transport their children to and from school to ensure their attendance.

## **8. Prevention**

As a school we take bullying seriously. We use a range of proactive strategies to prevent bullying. These include;

- High quality first teaching that recognises and deals with the early signs of bullying in the classroom and during break & lunch
- Use of curriculum opportunities, in particular tutor periods and PSHE classes where issues of diversity are discussed and anti-bullying messages are drawn out.
- Use of opportunities throughout the school calendar and at certain times of the school day to raise awareness of the negative consequences of bullying to pupils, parents, and staff e.g., Anti-Bullying Week in November of each year
- Whole school assemblies throughout the year
- Pupil surveys
- Effective school leadership that promotes an open and honest anti-bullying ethos
- Improved supervision in potential problem areas
- Peer mentoring and Buddy Schemes with Years 7 & 11
- Review of general and specific staff induction and continuing professional development to ensure staff training reflects the anti-bullying policy and practice of the school

## **9. Development, Monitoring and Review**

We plan to:

- Monitor, evaluate and review our anti-bullying policy annually led by The Assistant Head Responsible for Behaviour
- Staff to identify and tackle bullying appropriately
- Ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively and seek feedback from pupils via student questionnaires
- To learn from anti-bullying good practice elsewhere and utilise the support from organisations such as the antibullying alliance and Childline etc



## 10. Support

The websites listed below offer direct links to other sources of information for parents and young people.

Anti- Bullying Alliance: [www.anti-bullyingalliance.org.uk/](http://www.anti-bullyingalliance.org.uk/)

Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)

Useful information and links on LGBTQ issues.

Advisory Centre for Education: [www.ace-ed.org.uk](http://www.ace-ed.org.uk)

Registered charity independent of central or local government giving free advice and support to parents of children in state schools.

Anti-Bullying Network: [www.antibullying.net](http://www.antibullying.net)

Established by the Scottish Executive. Useful links and reviews for teachers, parents and pupils on bullying and related issues.

BBC Schools: [www.bbc.co.uk/schools](http://www.bbc.co.uk/schools)

Includes information about bullying.

Bully On Line: [www.bullyonline.org](http://www.bullyonline.org)

Information on bullying for teachers, children and schools which details the legal procedures available. This site also lists support groups for teachers.

Bullying Online: [www.bullying.co.uk](http://www.bullying.co.uk)

Useful information and links on bullying and related issues for parents, children and teachers.

ChildLine: [www.childline.org.uk](http://www.childline.org.uk)

Primarily a helpline for children but has useful information and links on bullying. Chips (Childline in Partnership with Schools) encourages schools to support pupils in setting up anti-bullying projects.

The Children's Society: <https://www.childrensociety.org.uk/>

'Bullying! Information for parents on how to help your child' – leaflet giving information and practical guidance.

Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)

Advice for children, parents and teachers as well as training and sample policies.

Schools Out!: [www.schools-out.org.uk](http://www.schools-out.org.uk)

Campaigns for better support networks for gay and lesbian pupils and clearer guidance for teachers on issues of sexuality.

Topmarks: [www.topmarks.co.uk](http://www.topmarks.co.uk)

Aims to provide easy access to the best educational websites including information on bullying for teachers, parents and young people.

## **11. Links with other policies**

- Behaviour Policy
- Suspension and Permanent Exclusion Policy
- Child protection and safeguarding policy
- Special Education Needs and Disabilities Policy