



BRISTOL CATHEDRAL CHOIR SCHOOL

MISSION STATEMENT

Bristol Cathedral Choir School is a Church of England Academy with an ethos reflecting the Christian faith and with music and mathematics as its specialisms.

It aspires to be a learning community where all achieve their full potential in a supportive and tolerant environment, so that they can contribute fully to the society in which they live.

Name of policy	Anti-Bullying Policy
Author of policy	Kings Educational Consultants Ltd
Governing group responsible for the policy	Education
Date approved at Committee	September 2015
Date approved by Governors	October 2015
Date to be reviewed	September 2018

RATIONALE

It is the duty of everyone in the school community to play a role in ensuring that the school is a safe and supportive community. It is the responsibility of every individual to prevent bullying happening in the school, to play a proactive role in ensuring that this does not happen and to ensure that every member of the school community demonstrates mutual respect and consideration for others within it. The school and staff will act to prevent as far as possible discrimination, harassment and victimisation within the school. Bullying can relate to race, religion and culture, sexuality, special educational needs, disability, gender and cyber incidents. The school will ensure that it implements anti-discrimination law.

The Governing body believes that in order to enable effective teaching and learning to take place, good behaviour in all aspects of school life is necessary. It seeks to create a caring and learning environment in the academy whereby all individuals feel safe and are not threatened by other members of the academy's community.

PURPOSE

Everyone at the school agrees that bullying is unacceptable behaviour and should not happen. Everyone is entitled to the respect of others. The academy wants to promote respect for other members of the community within a caring atmosphere.

Everyone should have the chance to succeed. All pupils should feel safe and not threatened so they can achieve high standards of work. High standards of behaviour are expected to make the academy a pleasant and happy environment in which to aim for the highest levels of attainment.

Pupils who bully others will be dealt with in line with academy policy. Usually, pupils who bully others will be given a chance to improve their behaviour, after the seriousness of their behaviour is explained to them and their parents.

WHAT IS BULLYING?

Bullying is defined as any behaviour, deliberate or perceived, usually repeated over a period of time, where it is difficult for those bullied to defend themselves. Bullying comes in many forms. It is usually spoken, psychological or physical and directed towards

another member of the school community which prevents him or her from living at ease with other members of the school. Bullying is measured by its impact on the victim. Bullying is an attitude rather than an act but can consist of:

Physical (some examples include):

- Pushing
- Hitting
- Theft

Verbal (some examples include):

- Blackmailing
- Taunts
- Racist abuse and other forms of abuse

Indirect (some examples include):

- Totally ignoring someone
- Spreading rumours
- Exclusion
- Intimidating others with a gang

Other (some examples include):

- Harassment using a mobile phone to include text messages or photography/videoing of abuse or intimidation
- Cyber-bullying – Facebook and other social networking websites.

See also <http://www.stopbullying.gov/what-is-bullying/definition/#types>

- Pupils will be held personally responsible for all material including offensive material they have placed on a website and for all material that appears on a website of which they are the account holder.
- A pupil must not expect to keep his/her place in the school if he/she is responsible for material on their own or another website that would be a serious breach of school rules in any other context.
- Behaviour of a similar kind outside school will be liable to school discipline if the welfare of any another member of the school community or the culture or the reputation of the school is placed at risk
- Website abuse can be corrosive. The harm that it causes an individual and the community alike should not be underestimated. It can strike at the basis of the trust and confidence that must be maintained.
- The school is entitled to prohibit the use of websites, message boards, MSN manager or other posting sites during school time and on all school equipment.

The school does recommend for instances of cyber bullying that parents contact the local police for advice on whether a criminal offence has occurred.

Sometimes these things happen over a long period of time and can be very worrying and stressful. Bullying makes people change their behaviour such as:

- Becoming shy
- Nervous
- Feigning illness
- Unusual absences / truanting
- Clinging to adults
- Changes in work patterns
- Lack of concentration

PROCEDURE

Staff must:

- Model caring and tolerant behaviour towards children, parents and other staff members.
- Encourage children and parents to report any incidents of bullying as soon as possible to a member of staff.
- Protect the student from further harm
- Assist the bully to change their behaviour.
- Keep a record of the bullying incident.
- Manage all observed and reported incidences of bullying as set out under 'responding to a bullying incident'.

Children must:

- Report any incidents of bullying that they are involved in or witness to.
- Help someone who is being bullied.
- Do everything they can to keep the play safe and happy.
- Use the strategies that they have been encouraged to use to deal with a bullying incident.

Parents must:

- Encourage their child to report any incidents of bullying.
- Watch for signs of bullying.
- Communicate with school if their child reports being bullied.
- Work with the school to find a solution.
- Promote strategies that enable their child to feel empowered and confident if they have to deal with a bullying incident.

Responding to a Bullying Incident

- One: Following a reported incident an investigation will begin.
- Two: Staff member discusses incident with the student involved and witnesses. Written witness statements taken by all those involved.
- Three: A staff member makes on judgement based on the balance of the information available and decides an appropriate sanction where necessary. They will discuss this with the student.
- Four: Parents notified about investigation and resolution and all information logged on SIMS.
- Five: Monitoring and implementation of consequences which includes informing relevant staff on the matter.
- Six: Further offences will result in more serious sanctions being applied which could include exclusion.

Monitoring and evaluation:

Each year the school will review and evaluate the recorded incidents of bullying and evaluate the effectiveness of its anti-bullying policy, processes and procedures in order to take action where there are apparent weaknesses in dealing with the issue within the school.

RESOURCES

Childline 0800 1111 www.childline.org.uk

AntiBullying 0207 3781446

Samaritans 0845 7909090

Useful advice can also be obtained at www.kidscape.org.uk

Behaviour Support Assistant – Student Support Centre.

School Counsellor.

Other useful resources include:

<http://www.stopbullying.gov/index.html>

<http://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/>