Anti-Bullying and Anti-Harassment Policy for Pupils

What this policy is about
This policy describes what we do to make sure all children, young people and adults learn and work in an environment where they feel safe and are free from harassment and bullying.

Our Commitment
City of Birmingham School is committed to the Birmingham Anti-Bullying and Anti-Harassment Statement: “All children, young people and adults have the right to learn and work in an environment where they feel safe and that is free from harassment and bullying.” We aim to
- create an ethos in which bullying/harassment are considered to be unacceptable by all members of the school community.
- identify and deal effectively with incidents of bullying/harassment across our school
- record and learn from those incidents

Definitions
Bullying is any behaviour that is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked, persistent and can continue for a long period of time. It always reflects an abuse of power and is usually premeditated.

Bullying behaviour can include:
- Physical aggression, such as hitting, kicking, taking or damaging possessions;
- Verbal aggression, such as name calling, threatening comments, insults, racist remarks, teasing, sending nasty notes or making nuisance calls; aggressive tone
• Indirect social exclusion, such as deliberately leaving someone out, ignoring someone, spreading rumours about someone or about their family.

Racial, sexual or homophobic harassment involves the same kinds of behaviour directed against someone because of their cultural or ethnic identity, their gender or sexuality. Harassment is defined as any kind of unreasonable behaviour which alarms, distresses or torments someone else.

**We work to prevent bullying behaviour through a combination of:**
• Awareness raising about what bullying is and how it effects people
• Emphasising the important role that bystanders play in tackling bullying and teaching pupils how to safely challenge bullying behaviour.
• Teaching pupils how to manage their relationships constructively and assertively
• Help to build an anti-bullying ethos in the school.
• Staff will encourage openness and disclosure of incidents through, for example reviews, tutor time and circle time, Pupil Well-being time and PSHE lessons.
• A ‘talking centre’ ethos should be established as the norm through PSHE curriculum, assemblies, circle time, Pupil Council, Restorative Justice conversations, displays and example,
• A positive environment is created by having high expectations of children and emphasising and rewarding caring, responsible behaviour and good work.
• Pupils are encouraged to take responsibility for discouraging incidents of bullying in a non-violent way.
• Pupils are taught to manage their relationships constructively through use of techniques such as

  **Self awareness:** self-monitoring and recognition of feelings; building a vocabulary of feelings; making links between thoughts, feelings and behaviour.

  **Personal decision making:** self-monitoring of actions and recognition of their consequences; distinguishing between thought-led and feeling-led decisions.
Issues to be explored with pupils are:

- What is bullying?
- What causes people to bully each other?
- How does it feel to be bullied / to bully?
- What are the effects of bullying behaviour on bullied pupils, on pupils who bully others, on bystanders?
- What would our school and our society be like if bullying behaviour was acceptable?
- Why should we try not to bully each other?
- What can we do to stop bullying?
- What moral dilemmas do we face when we encounter bullying behaviour?

Teachers are reminded of five key things to remember when responding to a bullying situation:

- Never ignore suspected bullying
- Don’t make assumptions – investigate fairly and thoroughly
- Listen carefully to all accounts
- Adopt a problem solving approach
- Follow up shortly after intervention and some time after to check that the bullying hasn’t returned.

Procedures to follow:

- When a bullying incident is identified it is important to make a record of who is involved, what happened and how it was followed up.
- Centre staff are responsible for dealing with incidents of bullying, and these should be dealt with as soon as possible after the incident.
- The ‘No Blame Approach to Bullying’ steps could be used with pupils
- All matters of bullying to be brought to the attention of the Head of Centre and communicated to the staff team.
- Parents/carers to be informed by letter/phone call.
- Appropriate action will be taken.
- The victim to be informed that action has been taken.
- Support for the victim to be provided if necessary.

How can I get more information

The best way to get more information is to speak to a staff member at your local centre, or the one where your child attends. They will take your concerns seriously and do their best to help. You can find all the contact details on the website www.cityofbirminghamsschool.com
Where this policy is stored website and N/Policies and Procedures

Date first written April 2013.

Date for next review: January 2020

Person responsible for review: Sunil Vyakaranam

Approved by SPA