

Anti-bullying Policy

Updated: January 2023



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Date approved	January 2023
Review date	January 2024

1. Introduction

1.1 Drumbeat School is committed to providing a working and learning environment where people can achieve their full potential.

Procedure

1.2 Formal procedures under this policy would be taken by staff in line with the Grievance procedure.

1.3 This policy applies to all students and staff at the School and relates to bullying/ harassment perpetrated by:

- a student against a student
- a student against a member of staff
- a member of staff against a student
- a member of staff against a member of staff

1.4 The aim of the anti-bullying policy is to ensure that pupils learn and staff work 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 and staff be able to fully benefit from the opportunities available at schools.

1.5 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)
- this also includes Cyberbullying and texting on mobile phones

1.6 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 schools.

1.7 School staff are aware of the need to observe pupils during classes, break times and in the playground. Any member of staff who observes any bullying should try to deal with it immediately (if appropriate) and refer the incident to the class teacher of both pupils involved. The teacher will then decide the best method of dealing with the problem and discuss with members of the Senior Leadership Team if necessary.

2. Statutory duty of schools

2.1 Head teachers 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.

3. Implementation

3.1 All students and staff can help to:

- prevent harassment by being sensitive to the reactions and needs of others, and ensuring that their conduct does not cause offence;
- discourage harassment by others through making it clear that such conduct is unacceptable, and supporting colleagues and peers who are taking steps to stop the harassment

3.2 Pupils who have been bullied will be supported by offering an immediate opportunity to discuss the experience with a member of staff of their choice; given reassurance and continuous support.

3.3 Pupils who have bullied will be helped by discussing what happened and discovering why the pupil became involved. Parents will be informed.

3.4 Disciplinary steps may be taken in line with our Behaviour Policy and only in extreme events will exclusion of any kind be considered.

3.5 Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE and assemblies. The curriculum teaches the pupils to have respect for each other, to be aware of other people's needs and to find a trusted adult who will help them with any personal problems.

3.6 Staff who consider they have been bullied should make a complaint either orally or in writing to a supervisor/manager either informally or formally by submitting a grievance complaint.

4. Monitoring, evaluation and review

4.1 The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

For further information refer to:

Preventing and tackling bullying: Advice for headteachers, staff and governing bodies (2014)

Cyber bullying: advice for headteachers and school staff (2014)