



ANTI-BULLYING POLICY

Reviewed by (School Business Manager):

Date:

Approved by the Board of Trustees on:.....

Review Date:

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Anti-Bullying Policy

AIM

The aim of the anti-bullying policy is to ensure that all students are able to learn in a supportive, caring and safe environment without fear of being bullied. Bullying is unacceptable anti-social behaviour: it affects everyone and will not be tolerated in the Bristol Steiner School.

DEFINITION

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DEFINITION

Bullying is defined as behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying generally falls into one or more of the following three types:

- **Physical** (hitting, kicking, pushing, theft)
- **Verbal** (name-calling, taunting, mocking, making offensive comments, discriminatory terms of abuse/language.
- **Indirect** (spreading rumours, gossiping, producing offensive graffiti, exclusion from groups, inappropriate or offensive text messages or emails, social networks and internet).)

Bullying can seriously damage a young person's confidence and sense of self worth. It can lead to serious and prolonged emotional damage for an individual. Those who conduct the bullying or witness it can also experience emotional harm. The impact on parents and school staff can be significant.

Bullying can take place between students, between students and staff, or between staff. Bullying can occur for a variety of reasons, all of which should be taken equally seriously and dealt with appropriately. Bullying may also occur outside of the school premises, or through social networking sites.

IMPLEMENTATION

The School

The following steps may be taken when dealing with a bullying incident:

- The incident will be dealt with immediately by the member of staff who has witnessed the incident or been approached regarding it. The incident should be acknowledged and those involved assured that it will be dealt with.
- The staff member will record the incident clearly in the incident book and fill out behaviour records for the children involved.
- The relevant class teacher(s) or guardian(s) should be informed and initially take the lead in dealing with the situation and determining appropriate action relevant to the age of the children involved.
- Parents will be notified and kept informed.
- The Teachers' Meeting and the College of Teachers will be kept informed and may intercede where necessary.
- Subject teachers and break duty staff will be made aware of the situation.
- Investigations will be made as far as is practicable on incidents of bullying that occur away from the school premises, or through social networking sites.

Students

Students who have been bullied will be supported by:

- Ensuring that they are heard and can talk freely to their class teacher or guardian about any incident
- Offering an immediate opportunity to discuss their experience with a class teacher or guardian, or a member of staff of their choice.
- Reassuring the student
- Offering continuous support to rebuild self-esteem and confidence.

Students who have bullied will be helped by:

- Discussing what happened and why they became involved.
- Allowing them to face up to the damage they have caused and learning how they can take steps to repair it.
- Giving opportunities to develop empathy and emotional skills such that they do not cause harm in the future.
- Informing parents or guardians to help change the attitude of the student.

Disciplinary steps and sanctions may be taken in accordance with the school's Discipline Policy and Procedure to hold students to account for their behaviour and help them to face up to the harm they have caused.

PREVENTION

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The Bristol Steiner School is committed to preventing bullying and developing strategies to make the school a safe place for the whole school community.

- The whole school community should be clear about the anti-bullying stance the school takes and the anti-bullying policy brought to the attention of staff, parents and students.
- Promoting the Student Code of Conduct.
- Curriculum opportunities are taken to develop empathy and educate students about bullying issues.
- Circle time gives students an opportunity to speak openly with their class group and discuss issues and concerns they may have.
- Students are clear about the roles they can take in preventing bullying, including the role of bystanders.
- The peer support system involves students in caring for and being aware of each other.
- Good parent-teacher relationships are developed.
- Opportunities are taken to celebrate the success of anti-bullying work in the school.
- Guidance on appropriate and safe use of the internet will be introduced to the older classes.

GUIDELINES FOR TEACHERS

Teachers handling a bullying incident may take a number of age appropriate approaches to the situation, which may include:

- Talking with the children involved, separately and together if appropriate.
- Talking with the class; this may involve a discussion in circle time.
- Devising specific activities for those involved in the incident to help them face up to and repair the damage they have caused.
- Creating a pedagogical story.
- Facilitating friendships.
- Creating a support group.
- Focussing on feelings rather than facts.
- Consultation and involvement of colleagues.
- Implementing the school's disciplinary procedure.
- Understanding the nature of 'cyber' bullying and its impact. (Cont'd)

Any approach agreed upon will be monitored closely by the class teacher or guardian and the progress reported back to the Teachers' Meeting and the parents of those children involved.

THE 'NO BLAME' APPROACH

Where appropriate, the school will use ideas from the 'no blame' approach which has four essential points:

1. The absence of blame
2. The encouragement of empathy
3. Shared responsibility
4. Problem solving

SAFEGUARDING

At all times the safety and well-being of all the children will be paramount. All members of the community will be conscious of the child protection considerations and liaise with the designated child protection officers if appropriate.

MONITORING, EVALUATION AND REVIEW

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

Refer to

Behaviour Policy

Child Protection Policy

Keeping Children Safe In Education March 2016

Reviewed: July 2016

Review: July 2017

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July 2016