



ANTIBULLYING POLICY

Date Implemented: June 2016

Review Date: June 2019

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. Bullying can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

At Digitech Studio School we are committed to creating a safe, purposeful, calm and reflective learning environment in which all students flourish and reach their full potential equipped with skills for life: bullying of any kind is unacceptable.

Communication

We will create an environment where everyone feels safe communicating about bullying

Relating to others

We will always deal with the harm caused by bullying as a priority

Enterprise

We will be at the forefront of knowledge and initiatives when dealing with cyberbullying

Applied

We will encourage students to apply our bullying policy in everyday life - stopping bullying is everyone's responsibility

Thinking

We will encourage students who have bullied to think about their actions, supported by coaching conversations

Emotional intelligence

We will develop emotional intelligence in our students as a preventative measure

What is bullying?

"Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying" (Torfaen definition 2008)

Bullying may be motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted, fostered or has caring responsibilities. It may be motivated by actual differences between children or perceived differences.

Bullying generally takes one of four forms:

Indirect - being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books)

Physical - pushing, kicking, hitting, punching, slapping or any form of violence

Verbal - name-calling, teasing, threats, sarcasm

Cyber - Mobile threats by text messaging & calls and all areas of internet misuse such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging

Homophobic- Homophobic bullying is behaviour or language which makes a young person feel unwelcome or marginalised because of their actual or perceived sexual orientation.

Transphobic - Transphobic bullying is behaviour or language which makes a young person feel unwelcome or marginalised because of their perceived or actual gender identity.

Identifying and reporting concerns about bullying

Digitech will ensure all students and parent have access to the DTSS Anti bullying information leaflet (Appendix 1) This gives detailed information about the procedures students and parents should follow if a student is being bullied.

All forms of bullying are unacceptable; everyone in our school needs to be fully aware of the different types of bullying, and know how they can help prevent it. We will ensure that every member of our school community receives anti bullying training at least three times during the school year, through assemblies, tutor time activities and staff CPD. All reports of bullying behaviour will be fully investigated and responded to appropriately, with parents/carers kept informed. Bullying based on prejudice such as homophobic or racist bullying will be logged and reported in line with LA guidelines.

Overview

Students	<p>Could be victims of bullying May be perpetrators of bullying behaviour May know someone who has been bullied, or is being bullied May overhear or see bullying in or outside school Could see online bullying</p>	<p>Your responsibility is to actively try to prevent this happening - this might mean intervening yourself, if this is safe, or reporting it to a member of staff, or a parent/carer.</p> <p>By ignoring bullying, you are supporting the bully.</p>
Parents/carers	<p>Could directly witness bullying May have a child who is being bullied May have a child who is the perpetrator of bullying behaviour</p>	<p>Your responsibility is to let the school know - please do this as quickly as possible,</p> <p>By not doing so, you may be putting a child at risk.</p>

	May witness online bullying May have bullying reported to them	
School staff	May have bullying reported to them May witness bullying	Your responsibility is to deal with the incident. This may require you to fill in the appropriate paperwork, if the incident is bullying based upon prejudice, it may involve the school sanction system as outlined in the behaviour policy, it may involve RJ. By not dealing with bullying, you are failing in your duty of care.

Preventative measures

At DTSS we believe the best way of dealing with bullying is to prevent it happening. We will do this in a number of ways:

- We will raise awareness of bullying through whole school and smaller group activities, assemblies and informal discussion. Open and honest communication between all members of our community and an ethos of mutual respect will leave no place for such behaviour
- We will actively participate in national and local initiatives such as Anti bullying week
- We will work with community groups to support inclusive anti bullying education
- Homophobic bullying, including the use of homophobic language will be challenged at all times by staff as a matter of course, students will be encouraged to do the same.

Responding to reports about bullying:

Procedure

- If bullying is suspected or reported, it will be dealt with as a matter of urgency
- Incidents of bullying should be recorded on an Incident Form (Appendix 2)
- The Incident Form should be given in the first instance to the Head of Advice and Guidance, or any member of the leadership team

- Appropriate further steps will be taken to establish facts, which may include further student or staff interviews
- Parents/carers of all parties will be informed as a matter of course
- Sanctions will be applied in line with the Digitech behaviour policy
- Wherever possible a restorative approach will be taken to put right the harm caused
- All parties involved will be kept informed of any actions or outcomes

Supporting students who have been bullied

- Students will have the opportunity to talk through their experience as appropriate
- Students will be kept informed about the actions arising from a report of bullying
- Students who have been bullied will be monitored for a period of time after any incident
- Support for long term effects such as lowered self-esteem or anxiety will be offered through school staff
- In more extreme cases, specialist support will be signposted, either from bullying support services (Appendix 3) or by referral to other agencies e.g. CAMHS as appropriate

Supporting students who have engaged in bullying behaviour

- Students will be supported in serving appropriate sanctions
- Students will be supported in engaging with a restorative process
- Students engaged in more serious bullying incidents will be monitored closely and steps will be taken to establish any causes for their behaviour
- In more extreme cases, specialist support will be signposted or referral to other agencies, e.g. CAMHS as appropriate

Supporting parents/carers with incidents of bullying

- Parents/carers will be kept fully informed about incidents of bullying and about any action taken
- Parents/carers will be invited to be a part of the response to incidents of bullying
- In more extreme cases, parents/carers will be encouraged to seek the support of specialist agencies

Appendix 1

Anti-bullying information sheet for students

Is it bullying?

It is if you feel harmed because groups or individuals are:

- Calling you names
- Being verbally threatening
- Physically hurting you
- Pressuring you into giving them money or possessions
- Deliberately damaging your possessions
- Pressuring you into unsafe or illegal activities
- Using text, email or web space to say hurtful things or threaten you (cyberbullying)

What should you do?

If you feel you are being bullied:

- Stay calm - even if you don't feel it!
- Be clear that you do not like what is happening and you want it to stop
- Get away to a place of safety as soon as possible
- Tell a trusted adult as soon as you can - or tell another student who can pass the information on to an adult

If you have been bullied:

- Tell an adult at DTSS
- Tell someone you live with
- Tell a responsible friend who can help you tell an adult
- Remember: this is NOT your fault

When you report bullying, it is helpful to talk about:

- What happened
- Who was involved
- How often it has happened
- Who might have seen what happened
- What (if anything) has already been done about it already

If you suspect a friend is being bullied:

- Encourage them to talk to an adult
- Go with them to talk to an adult
- If you directly witness bullying, and it is safe to do so, calmly tell the bully that they need to stop what they are doing - it is very important that you do not put yourself at risk or inflame the situation by doing this

If you suspect your child is being bullied:

- Report any direct allegations as soon as possible
- You know your child best - reassure them that you will help them deal with it
- Remember: this is not your child's fault

Sometimes people who are being bullied do not tell anyone, but there are a number of signs that MIGHT indicate bullying, such as:

The young person:

Is frightened of walking to or from school

Doesn't want to go on the bus

Begs to be driven to school

Changes their usual routine

Is unwilling to go to school (school phobic)

Begins to truant

Becomes withdrawn anxious, or lacking in confidence

Starts stammering

Attempts or threatens suicide or runs away

Cries themselves to sleep at night or has nightmares

Uses excuses to miss school (headache, stomach ache etc.)

Begins to suffer academically

Comes home with clothes torn or books damaged

Has possessions which are damaged or "go missing"

Asks for money or starts stealing money (to pay bully)

Has dinner or other monies continually "lost"

Has unexplained cuts or bruises or shows signs of being in a fight

Comes home starving (money / lunch has been stolen)

Becomes aggressive, disruptive or unreasonable

Is bullying other children or siblings

Changes their eating habits (stops eating or over eats)

Goes to bed earlier than usual

Is unable to sleep

Wets the bed

Is frightened to say what's wrong

Gives unlikely excuses for any of the above

Is afraid to use the internet or mobile phone

Is nervous and jumpy when a text message or email is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should always be investigated.

Appendix 2

Bullying Incident Form

Student Name:

Tutor group:

Date of report:

Name of member staff completing form:

What happened?

Who was there?

Actions taken:

Appendix 3

Signposting: students and parents can contact the following organisations for information and support.

Anti-bullying campaign

Helpline: 0845 225 5787 (9.00am - 5.00pm)

This organisation produces leaflets and information for parents

ChildLine

0800 1111

www.childline.org.uk

A 24 hour helpline for children and young people who wish to discuss their problems.

Kidscape

0207 730 3300 (10 am - 4 pm Mon-Fri)

www.kidscape.org.uk

This organisation provide leaflets and booklets for young people, parents and professionals.

NSPCC

0800 800 500

A 24 hour helpline for anyone concerned about a child at risk of abuse, including bullying.

Children may also call this number.

www.nspcc.org.uk

Off The Record

0808 808 9120

Text: 0789 688 0011

confidential@otr.org.uk