

# Anti-bullying policy



<b>Approved by:</b>	Principal	<b>Date:</b> September 2023
<b>Last reviewed on:</b>	September 2023	
<b>Next review due by:</b>	September 2024	

## **Dorset Studio School Anti-Bullying Policy – Spring Term 2023 review**

### **Statement of Intent**

We are committed to providing a caring, friendly and safe environment for all our students so they can learn in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable and will not be tolerated at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly, appropriately, and effectively.

### **What Is Bullying?**

Bullying is the use of aggression with the intention of hurting another person either physically or emotionally, by intimidating or demeaning others. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Bullying results in pain and distress to the victim.

### **Bullying can be, but not limited to:**

- Emotional: Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.
- Physical: Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- Racist: racial taunts, graffiti, gestures.
- Sexual: Unwanted physical contact or sexually abusive comments
- Homophobic: because of or focussing on the issue of sexuality. Homophobic, biphobic and transphobic (HBT) bullying is unacceptable and will not be tolerated.
- Verbal: name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
- Cyber: All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

### **Why is it Important to Respond to Bullying?**

Bullying hurts. Children and young people who have experienced bullying are more likely to:

face barriers to learning; be absent from school; retaliate; place strain on families/carers; self-harm and experience depression; have impaired wellbeing.

In the long term, people who have experienced bullying are more likely to:

experience a range of mental health issues; earn less money; not be in employment, education or training into adulthood; not be in stable relationships.

No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

**For students:**

**What should I do if I think someone is being bullied?**

In our school we all take responsibility in keeping each other safe.

It is never OK to see someone being bullied and do nothing (being a bystander).

You can tell people to stop (become a defender) or you can tell an adult about what has happened.

If you think someone is being bullied then talk to the person, ask if they're okay and ask if you can help them talk to a teacher or an adult they trust.

**What should I do if I'm being bullied?**

If you are being bullied you must tell someone you trust. Tell an adult or friend, either at school or at home.

If you have already told an adult about bullying, you can still tell them again.

You can:

1. Tell a teacher – your class teacher or any other teacher
2. Tell a friend you trust
3. Tell any other adult staff in school – such as Teaching Assistants, Breaktime supervisors or the school office
4. Tell an adult at home
5. You can also write a note about the bullying in the school support box
6. You can also call ChildLine at any time for free on 0800 1111. They will not tell anyone about what you have said.

If you tell a teacher or adult at school they will be able to help you.

They will tell the Principal and your parent or carer so that they can help you.

Telling an adult will never make bullying worse.

They will talk to you and the people bullying to find ways to stop the bullying and keep you safe.

**For staff, parents, carers and professionals:**

### **Objectives of this Policy**

- All governors, teaching and non-teaching staff, students and parents should understand what bullying is.
- All governors and teaching and non-teaching staff should know what the school's policy is on bullying and follow it when bullying is reported.
- All students and parents should know what the school's policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated in any shape or form, inside or outside of school.

### **Staff Responsibilities**

- To promote and embed an inclusive culture of mutual respect throughout the school, using proactive education within the school curriculum to support students to resolve disputes with others in positive ways, and to challenge views or behaviours that do not uphold the rights of others.
- To implement procedures to confront bullying of any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action and to refer to Children's Champions / SLT as appropriate
- To share with parents of the victim and bully, incidents of serious and /or persistent bullying
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within school and relevant agencies when appropriate
- To promote the use of interventions which are least intrusive and most effective.

### **Signs and Symptoms**

A student may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and that they should investigate if a student:

- is frightened of walking to or from their school
- doesn't want to go into vulnerable areas of the school i.e. toilets, library, dinner hall
- is unwilling to go to school
- becomes withdrawn, anxious, or lacking
- changes in behaviours

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

### **Procedures**

1. Report bullying incidents to Head of Year or Safeguarding Team member.
2. In specific cases of bullying, the incidents will be recorded by staff on Class Charts. Incidents of bullying may often involve examples of unacceptable behaviour outlined in the school's behaviour policy and will be dealt with as such.
3. In specific cases parents should be informed and will be asked to come into a meeting to discuss the problem
4. If necessary and appropriate, the Safer Schools and Communities Team will be consulted
5. The bullying behaviour or threats of bullying must be investigated by the Head of Year, and the bullying stopped quickly.
6. The school's response will be centred on supporting the victim and educating the perpetrator(s).

### **Outcomes**

- The bully (bullies) may be asked to genuinely apologise. Other consequences such as those in our behaviour policy may be applied.
- Mentoring (Student Support staff, Heads of Year, SLT, other)
- Use of home / school communication, i.e. daily reporting
- Involvement of external agencies (e.g. Safer Schools and Communities Team, Dorset Police)
- Monitoring by Student Support staff / Heads of Year
- Peer support/peer mentoring
- Formal recording (racism/homophobia)
- Use of behaviour contract
- Liaison with parent/carer/social worker
- In serious cases, exclusion will be considered
- If possible, the students will be reconciled
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. Moreover, there will be a swift and robust escalation in the school's response towards those that persist in using bullying behaviour towards others.

### **Contact details for key staff**

Assistant Principal (Designated Safeguarding Lead) – Mr. P. Chapman  
Email: [Paul.Chapman@dorsetstudioschool.co.uk](mailto:Paul.Chapman@dorsetstudioschool.co.uk)

Principal (Deputy Designated Safeguarding Lead) – Mr. P. Green

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Safeguarding Governor – Mrs K. Chittenden

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