

Navigators

Anti-Bullying Policy



Navigators

Learning, Developing, Enjoying

Date: September 2021

Review Date: September 2022

To be reviewed annually by L.McGrath

STATEMENT OF INTENT

Everyone should work together to combat and, hopefully in time, to eradicate bullying.

Navigators are completely opposed to bullying (see appendix 1 for definition) and have a zero tolerance approach to it. It is entirely contradictory to the values and principles we work and live by. All member of the organisation have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment. This includes all the protected characteristics of the 2010 Equality Act which includes but is not limited to racism, sexism, homophobia, biophobia and transphobia. Questionnaires will be periodically distributed to Pupils/Parents and Staff. Information collected from this will inform policies and practice of Navigators staff. **At Navigators we ensure that;**

- Reported incidents will be taken seriously and thoroughly investigated.
- Pupils have a right to learn free from intimidation and fear.
- The needs of the victim are paramount - Bullied pupils will be listened to.
- There is a zero tolerance to bullying
- Appropriate staff will work reflectively and restoratively with the perpetrator.

RESPONSIBILITIES

The Responsibilities of Staff

There are preventative measures in place within the organisation such as; diverse curriculum, pastoral provision, clear expectations, continuous professional development of staff. Staff will also;

- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.
- Report any disclosures of bullying to DSL/DDSL to support and respond to the needs of both bullied and bullying pupils.
- Log concerns on IRIS including Actions taken
- Contact parents/carers of all pupils concerned in the bullying incident.
- SLT will investigate reports and will feedback to those concerned.
- Sanctions.
- Contacting relevant professionals who are involved with the young person.
- Nurture our pupils self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.

The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of

incurring temporary unpopularity.

- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

**Anyone who becomes the target of bullies should:
Not suffer in silence, but have the courage to speak out, to put an end to
their own suffering and that of other potential targets.**

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to (name of a member of staff/specific post in school/their class teacher) and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken.
- Keep a written record of any reported instances of bullying Anti-Bullying Policy
- Informing the school of any suspected bullying, even if their children are not involved
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

If a member of staff feels they are being bullied or targeted in the workplace it is important you speak to your line manager or a member of the SLT in order to resolve the matter in a supportive and timely way. Any grievances will be investigated in an appropriate manner and any findings will be shared with all parties and dealt with in a discreet and timely manner.

LINKS WITH OTHER SCHOOL POLICIES

Safeguarding Policy / Behaviour Policy / E Safety Policy

Appendix 1 – Definition of Bullying

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It is an abuse of power. It can be planned and organised or unintentional. It may be perpetrated by individuals or by groups of pupils. It can take a number of forms but is not limited to;

- Physical violence such as hitting, pushing or spitting at another pupil.

- Interfering with another pupil's property, by stealing, hiding, damaging it.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil including online harassment and 'trolling'
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.
- Gesticulation