



Behaviour and Anti-Bullying Policy

Approved Summer 2016

All school policies are reviewed by Governors annually

Rationale

Cheltenham Bournside School and Sixth Form Centre is dedicated to ensuring that our school environment supports learning and the wellbeing of students and staff through a strong sense of community. All members of the school community have the right to feel respected, valued and safe. The aims of the school can only be achieved in a safe, secure and supportive environment.

We believe that students respond well to recognition and reward. As a school we celebrate the success of our students and have a clear system of rewards ranging from regular verbal praise, to credits, certificates and commendations. However, we also recognise the need for a range of carefully measured sanctions to reinforce our expectations when students fail to meet them. These are clearly stated in our Ladder of Consequences (see Appendix). Every attempt is made to ensure sanctions are applied fairly with the student understanding the reason for any sanction necessary.

Related statutory guidance

As part of any investigation into an incident in which it is alleged that a student is in breach of the Behaviour and Anti-Bullying Policy, the following statutory guidance documents will be followed:

- Searching, screening and confiscation. (DfE, February 2014)
- Searching for weapons and prohibited items in schools. (Gloucestershire LA, February 2016)
- Use of reasonable force. (DfE, July 2013)

The Bournside Charter

The school community is underpinned by the Bournside Charter ten key principle that were written with student, staff and parent consultation and are displayed throughout the school-

1. We treat others kindly and thoughtfully
2. We speak politely to everyone we meet
3. We dress smartly
4. We help others when they are struggling
5. We work hard in all aspects of school life
6. We our school and neighbourhood clean and tidy
7. We respect each other's property
8. We contribute positively to our school
9. We believe in ourselves
10. We take responsibility for our actions

Aims

The school will:

- Work in partnership with parents or carers
- Foster a supportive learning environment for all students
- Encourage students to develop self-discipline and respect for themselves and each other, regardless of academic ability, background, race, religion or special educational needs and/or disabilities.
- Provide positive role models for all students
- Ensure that students, parents and carers are fully aware of what constitutes good behaviour according to the schools Code for Learning
- Recognise, encourage and reward positive and improved behaviour
- Modify inappropriate behaviour through considered support and/or sanctions
- Be proactive in preventing all forms of bullying amongst students and any bullying directed towards staff, parents/carers and visitors
- Make clear the expectations and procedures that are to be followed if an incident of bullying is reported
- Monitor and review the effectiveness of how incidents are recorded
- Support vulnerable students who may be more at risk of bullying.

Anti-Bullying

The Anti-Bullying Alliance defines bullying as:

“the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.”

Bournside is fundamentally opposed to bullying and all its forms. It entirely conflicts with the values and principles we work and live by. We aim to raise the profile of bullying and the effect it has on the lives of children and young people through our curriculum and work to create a climate in which no member of our community tolerates bullying. All members of our community have a right to work in a secure and caring school and have a responsibility to contribute and maintain such an environment.

We are proud to be an inclusive school and we recognise the importance of responding to incidents of bullying in a firm, consistent but sensitive way. Each individual case will be investigated carefully and a considered response made in the light of evidence, circumstance and the individuals involved.

In general, if an allegation of bullying does arise students, staff, parents and carers should feel assured that the school will:

- Take it seriously
- Act as quickly as possible to establish the facts
- Record and report the incident carefully through our Pastoral Management system (PAM)
- Provide support and reassurance to the victim through well-established pastoral systems and the work of Anti-Bullying Ambassadors
- Make it clear to the student displaying bullying behaviour that it will not be tolerated
- Support the victim
- Use sanctions that complement our school Ladders of Consequences

- Communicate effectively with the parents or carers of all of students involved.

Bullying

<u>Bullying Type</u>	<u>Form of Bullying</u>
Physical	<ul style="list-style-type: none"> - Inappropriate and uninvited touching - insult with intent to hurt, offend or threat - Intimidation - Sexual innuendos and/or propositions - Incitement - Bullying of students with SEN or disability - Sexist or sexualized bullying - Homophobic/Sexual orientation - Racist/Religious bullying - Financial/Extortion - Deliberate isolation of a student - Creating or sharing information on a digital platform to threat, embarrass or offend - Making private information public - Other
Verbal	
Written	
Cyber	

Guidance for staff when dealing with incidents of bullying:

- Listen to students who may have been bullied, take what they say seriously and act
- Be alert to signs of distress and other possible indications of bullying
- Report any concerns to Pastoral Heads and record on PAM promptly and accurately
- Discuss with students the importance of telling an adult about bullying
- Investigate serious events and take statements from those involved and witnesses
- Contact parents/carers and keep details on file
- Work with Police Community Support Officer's (PCSO's) to respond effectively to incidents of cyber bullying
- Apply a range of sanctions following a considered response to the circumstances of any case, corresponding to the Main School and Sixth Form Ladder of Consequences
- Refer when appropriate to anti-bullying through the taught curriculum including PSCHEE programmes for Years 7-11 and during the Child Exploitation and Online Protection Centre (CEOP) presentations to students in assemblies
- Welcome and support the work of the school Anti-Bullying Ambassadors

Guidance for students, including through the Anti-Bullying Ambassadors (ABAs):

The ABAs are student Ambassadors in years 10, 11 and Sixth Form who are trained to support students who are unfortunate enough to encounter bullying at Bournside. An ABA can be a person who will listen, offer advice or even be somebody to be a voice for students who may not be confident enough to report a problem. They do not replace the teacher and will always encourage students to tell an adult.

ABAs meet once a week, with a member of the Senior Leadership Team, and discuss concerns, improve their training and to plan Anti-Bullying events at Bournside School.

ABAs visit tutor groups in years 7, 8 and 9, every 2-weeks and are visible during student social time via their ABA badge. They also have a Student Frog page that gives students advice and opportunity for a referral and keeps students up to date with current anti-bullying events at the school.

Guidance for Parents/Carers:

- Parents are encouraged to work in partnership with the school
- Parents/Carers should make early contact with tutors if they suspect that their son/daughter is being bullied via the email admin@bournside.gloucs.sch.uk or alternatively telephone 01242 235555 and refer for the attention of the relevant member of staff
- Parents should expect contact from school within 24 hours
- For all serious cases of bullying, parents will be asked to be involved and to support the action being taken by the school

Confidentiality:

School staff cannot promise absolute confidentiality if approached by a student for help. Staff must make this clear to students. Safeguarding and protection procedures must be followed if necessary when any disclosures are made. An underlying principle in supporting students in our school is that all children are listened to sensitively and objectively and all incidences of alleged bullying will be taken seriously.

