

Anti-Bullying & Anti-Discrimination Policy – The Corner School

Our vision is to provide our pupils with the confidence, academic progress, and ambition to take the next steps towards a successful and productive life and to be able to contribute positively within their local community and wider society.

At the heart of all policies at The Corner School are the following principles:

- Every young person in our school, whatever his or her personal circumstances, can learn and achieve.
- Every young person in our school, whatever his or her self-perception and previous experiences, has academic and creative potential to become a valuable member of society.
- The key to learning at The Corner School lies within the quality of the relationships between pupils, family members, staff and the intermediate agencies with whom we work.
- The success of our school is based on high expectations, mutual trust, caring for each other and taking responsibility.
- Every young person in our school is capable of becoming an agent for change in his or her local community.

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The Corner School is committed to providing a safe, caring, friendly, inclusive environment for all pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is not acceptable at The Corner School. All pupils, staff, carers and visitors have the right to be protected from bullying or abusive behaviour.

Purpose

The purpose of this policy is to negate bullying behaviour through increasing awareness of it, its causes and consequences. Procedures for dealing with bullying are set out clearly in this policy so that all those at The Corner School know what to expect from the school and what is expected of them with regard to bullying. This policy should encourage everyone to actively challenge bullying whenever and wherever it occurs.

The Corner School has a multi-cultural ethos that is demonstrated in the relationships with pupils, parents, carers and other agencies, in the lessons taught, the schemes of work and the displays in the school. We strive to demonstrate equality and inclusion on the grounds of ethnicity, gender, belief, social and economic need, cultural background, disability, sexuality and age.

- Pupils will be given the opportunity to learn about and discuss protected characteristics e.g. race, gender, sexuality, disability and associated discrimination to ensure that they are sensitive to its causes and effects.
- Within the curriculum, every effort is made to ensure that stereotyping and discrimination is challenged and not inadvertently reinforced.
- Schemes of work will positively portray the contribution that different groups of people have made to the subject. Different cultures are specifically dealt with within PSHE, Citizenship, Creative Arts, English, Drama, and assemblies.
- The activities and the environment, the curriculum and behaviour towards others should reflect a positive attitude to people from all backgrounds.
- Within the curriculum, festivals and events will be celebrated.
- All staff are made aware of our Equality and Diversity Policy on appointment.
- All staff receive training on anti-discrimination. All discriminatory incidents will be treated seriously and challenged. The objective will be to employ a variety of measures to address the incident, make reparation and prevent recurrence. It will be made clear to those involved that racism and discrimination are against The Corner School's ethos and that legal sanctions could be taken. External advice in relation to Equality may be sought if required.

Definition of Bullying

Bullying is understood to be any behaviour that uses power or influence in order to hurt others. Bullying can take the form of persistent, intentional undermining of an individual or it can be a single incident. Bullying can be carried out by an individual or group. Bullying usually falls into four main groups:

- Physical bullying includes hitting, kicking, punching, taking belongings, forcing a person to do something against their will.
- Verbal/written bullying includes name-calling, insulting remarks, making racist, homophobic or sexist remarks, making threats.
- Cyber-bullying includes sending abusive texts/pictures or emails, being abusive in chatrooms or on social networking sites.
- Emotional bullying includes being unfriendly, excluding, tormenting, humiliating.

Nobody deserves to be the victim of bullying behaviour; everyone has the right to be treated with respect. Respect is at the heart of building healthy relationships.

Procedures & Responsibilities

When bullying is reported it will be taken seriously.

- Staff will work with the victim to help them feel safe and find responses to bullying that work.
- Staff will work with the pupil involved in bullying others, to change the bullying behaviour.
- Staff will work with the parent/carer of a pupil who is being bullied to support and encourage that pupil in finding solutions to the bullying.
- Staff will work with the parents/carers of any pupil who is bullying to support and encourage that pupil in finding alternatives to the bullying behaviour.
- Staff will involve other support if appropriate (e.g. Clinical Psychologist/CAMHS).
- If the bullying is particularly serious victimisation, those carrying out the bullying may be temporarily excluded or separated from his/her classmates while it is investigated and solutions are sought.
- If the bullying behaviour threatens the safety of any member of the school community, that person may be permanently excluded.

All Pupils' Responsibility

As part of The Corner School community, all pupils have a responsibility to help combat bullying by supporting other pupils when they are vulnerable. This means not ganging up on a new pupil or joining in with making fun of a person. If a person is aware that there is a pupil being bullied at The Corner School, he/she should let a member of staff know either by writing a note, telling a member of staff in a quiet moment, or telling a parent/carer so that they can inform staff. The pupil informing should not be named in the investigation, unless Child Protection is an issue.

The Victim's Responsibility

When the victim tells a member of staff about being bullied, he/she will be taken seriously and listened to. Action will be taken to stop the bullying. The victim will be given the opportunity to talk about their feelings and fears and will be involved in deciding what action to take to stop the bullying. This will be discussed with the class teacher and other staff that the victim may request. Support from the therapy team or other agencies will be offered if appropriate. The parent/carer of a pupil will be informed of bullying incidents and included in the solution if appropriate. The victim will meet with their teacher or chosen mentor regularly to review the success of the action taken.

The Responsibility of Those Involved in Bullying Others

All bullying behaviour will be challenged. Those involved in bullying others will be treated fairly and will be given an opportunity to change his/her behaviour by working with staff, looking at the reasons for the bullying and putting into practice alternative acceptable behaviour. Support from the therapy team, the Clinical Psychologist or other agencies will be offered if appropriate. Parents/carers will be informed and included in the solution if appropriate. The pupil involved in bullying others will meet regularly with his/her teacher or chosen mentor to ensure that the behaviour is changing. If there is no improvement in the relationship between the victim and the pupil involved in bullying, the staff may need to take more serious action e.g. exclusion. Anyone taking part in a campaign of victimisation, abuse or

intimidation will be excluded or separated from the class whilst the behaviour is investigated, and may be permanently excluded.

Staff Responsibility

All staff can expect to be properly trained and supported in dealing with bullying behaviour. Staff should promote an environment that is constructive and safe for all pupils through their teaching practice and actions. Staff should keep parents/carers informed of incidents concerning bullying. Interviews and conversations should be recorded on the school database. Staff should ensure that all staff are aware of bullying incidents in order to support both victim and pupil(s) involved in the bullying in the changes that need to be made. Positive attitudes towards others will be promoted particularly through assemblies, PSHE lessons, 1:1 work and in all aspects of school life.

Parents'/Carers' Responsibility

Staff will work to address any concerns a parent/carer may have concerning bullying. If the pupil is the victim, the parent/carer can expect to be involved in the process of supporting the pupil. If the pupil is involved in bullying others, the parent/carer should be aware that their son/daughter will be treated fairly. There is an expectation that the pupil involved in bullying others will change his/her behaviour and the parent/carer and staff will support their child in this.

Help Organisations

Children's Legal Centre	01206 714 650	www.childrenslegalcentre.com
Family Lives (Parentline Plus)	0808 800 2222	www.familylives.org.uk
Kidscape	020 7730 3300	www.kidscape.org
Stonewall	0800 050 2020	www.stonewall.org.uk

MONITORING AND EVALUATION

Dealing with Incidents

- All relevant interviews and investigations will be carried out.
- All incidents will be acknowledged and talked through with all those involved, regardless of age and role in the school.
- All those involved will be able to express their version of events in order to establish the facts.
- Their statements will be recorded.
- If the abuse is verbal it will be explained fully to those that racist/abusive comments will not be tolerated and necessary procedures and sanctions will be carried out.
- If the abuse is physical or written, members of staff must explain that The Corner School will not tolerate racism or stereotyping. Any incident of violence will be recorded on the accident/incident/violence reporting form, and associated procedures followed.
- If a pupil is involved, the parent/carer will be informed.
- If the abuse is non-verbal (an action) then members of staff must address that action.

- In all incidents the necessary action will be taken to prevent recurrence, including the use of formal procedures and taking legal action where appropriate.
- Pupils to participate in learning about difference.

Dealing with Incidents Involving Staff

If the offender in the incident is a staff member then he/she should be interviewed by the Headteacher in the presence of, if appropriate, the staff member's Union Representative. Any complaint must be dealt with according to our Grievance & Disciplinary policy. Depending on the gravity of the incident or any previous history of such behaviour, it may be appropriate to take formal disciplinary action. If the incident is between staff members, they should be offered appropriate support. Where complainants are not satisfied with the actions taken, the Headteacher should inform them of the relevant arrangements for dealing with complaints.

Dealing with Incidents not on The Corner School Premises

If the incident occurs off the premises between one of The Corner School's pupils or staff and others, the incident should be discussed with those concerned either individually or collectively. A letter should be sent to all parents/carers reminding them of The Corner School policy and then a positive response to feedback from parents and members of the community in order to minimise the impact of the incident.

Where those involved are known to be from another educational establishment, that establishment should be notified of the incident.

Every opportunity will be taken to raise the awareness of the whole educational community of recent policies and updated terminology.

Where outsiders attempt to harm pupils or staff on site physically, verbally or through written other material or where they attempt to recruit members to racist organisations, they are breaking the law.

The Headteacher should ask the perpetrator to leave the premises. If the perpetrator does not comply with the request to leave, the police should be summoned. If the perpetrator is a parent, then he/she should be offered an appointment to discuss the incident in a calmer environment. Staff should correct any distortion of incidents through rumour as soon as possible.

Recording Incidents and Monitoring and Evaluation Procedures

It is essential that records be kept of all incidents of racial harassment and attack no matter how trivial they may seem. The purpose of the records is to be able to:

- a) Monitor the frequency and nature of racist incidents.
- b) Measure the effectiveness of the methods used by The Corner School in responding to such a situation.
- c) Review the situation to ensure no recurrence.
- d) Attendance, exclusions and attainment will be monitored against the census categories for race.



A record of racist incidents at The Corner School should be kept using the form in Appendix A (a copy of this form will be forwarded to the Local Authority). A summary of incidents will be reported annually to the Strategic Governing Board.

Discrimination Incident Record Sheet

Name of victim(s)	Ethnic origin	Year group	Gender

Name of perpetrator(s)	Ethnic origin	Year group	Gender

Incident dealt with by: (Name and position)

Date, time and location of incident

Report compiled by: (Name and position)

Type of incident (tick as appropriate)

1. Physical
2. Written abuse and threats including notes, letters, etc.
3. Derogatory name-calling, insults, racist jokes
4. Verbal abuse and threats including telephone calls
5. Racist graffiti
6. Bringing racist materials such as leaflets, comics or magazines onto the premises
7. Wearing racist badges or insignia
8. Incitement of others to behave in a racist way
9. Attempts to recruit others to racist organisations and groups
10. Racist comments in the course of discussions in lessons



- 11. Ridicule of others for cultural difference
- 12. Refusal to co-operate with other people because of their race, colour, ethnicity or language

Action taken to assist the victim	Date	Initials
a) Ensured the victim had time to recover and the opportunity to express his/her own concerns/feelings		
b) Ensured medical assistance was given as necessary		
c) Explained the action taken to deal with the perpetrator and the attitude of The Corner School towards such behaviour		
d) Ensured other staff are alerted to be vigilant		
e) All relevant staff informed		
f) Taken all reasonable steps to ensure the individual's safety		
g) Victim(s) given a copy of the Anti-Bullying and Anti- Discrimination Policy, or explained The Corner School's approach to bullying and discrimination		
h) Enlisting the assistance of other agencies		
i) Ensure statements are recorded, including the victim's own account		
j) Meeting with the parents/carers to explain the action taken and to discuss the matter with them		
k) For staff – completed violence report		
l) Other		

Record of actions taken to deal with perpetrators (include dates)
