



LONDON NAUTICAL SCHOOL

Alleged Anti-Bullying Policy
September 2015

Aim

The aim of the Alleged Bullying Policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

Definition of Bullying:

DfE "Preventing and Tackling Bullying –Advice for School Leaders, Staff and Governing Bodies" defines bullying as "behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally". The key elements are intent, repetition, imbalance of power: the nature of relationship between the bullied and those bullying. It needs to be recognised that a single instance can in some cases be perceived as bullying by the victim. Sometimes the goal is not to harm, and the distress of the victim is not always recognised by those responsible for the bullying. There are different forms of bullying. There are those general forms that describe how the bullying was carried out, either direct (physical, verbal or non-verbal) or indirect (cyberbullying). Bullying can be described in terms of specific forms describing why it was carried out. These are based on difference, real or perceived, or prejudice. Everyone at The London Nautical School has a shared understanding of what constitutes bullying, and what does not, and the schools has clear strategies to achieve this.

Bullying comes in different forms such as:

Verbal

Verbal bullying is when someone is called names, threatened and made to feel bad.

Physical

Physical bullying is when someone is hit, punched, pushed or have their personal items stolen and any other kind of physical, aggressive contact.

Social

Social bullying is when someone is left out of games, deliberately ignored and has bad things spread about them and made to feel like an outsider.

Cyber

With the technology age a new type of bullying was born; Cyber Bullying.

This type of bullying can take place through chat rooms, online, instant messaging, on a mobile phone or e-mails.

The schools Alleged Anti-Bullying policy is clearly related to our behaviour policy, and other related policies, such as those for, e-safety, equalities / diversity, child protection / safeguarding, and curriculum.

Identifying Bullying

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools. Schools' teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Preventing Bullying

The London Nautical School adopts an "approach in which school staff proactively gather intelligence about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place". The school aims to excel at tackling bullying and strive for an 'an ethos of good behaviour ---values of respect ---clear understanding of how our actions affect others" and that these values "permeate the whole school environment and are reinforced by staff and older pupils who set a good example to the rest".

The London Nautical School's ethos and culture helps to make pupils feel safe and supported. This is reflected and monitored through regular surveys completed by students.

The school use a range of strategies and activities to prevent bullying. The school is continually engaged in anti-bullying awareness raising and reinforcing key messages. Part of this comes through the schools involvement in the national Anti-Bullying Week each November.

The London Nautical School aims to ensure that pupils feel safe by them understanding the school's clear position that bullying in any form is always unacceptable and that the school will always act when concerns are raised. Students are made aware continually of what is acceptable and expected behaviour and the consequences when these standards are not met. We also recognise good behaviour through its rewards system (Watchmarks). The quality of supervision by staff in and out of the classroom is comprehensive and times and places when pupils feel most vulnerable are supervised.

Through the curriculum the school helps its pupils to be able to "assess and manage risk appropriately and keep themselves safe". This involves ensuring pupils understand the nature and impact of bullying, and have developed the necessary personal, emotional and social skills.

The staff at London Nautical School receive regular anti-bullying training and have access to useful resources to help identify and support those who maybe being bullied or bullying others.

Supporting Vulnerable Pupils

Bullying has a negative impact on all those involved and the school critically recognises those who are most vulnerable, both in the sense that they are being or are at risk of being bullied, and those who are regularly engaged in bullying. Some pupils will fit both categories at the same time. The school aims to meet individual needs by observing ---those whose needs, dispositions, aptitudes or circumstances require particular perspective and expert teaching and / or additional support”.

The London Nautical School identifies who in their particular context are vulnerable and aim to provide the necessary support for them. The school uses appropriate programmes for example those bullied may they need to build self-protection through raising self-esteem and resilience: for those bullying through changing their behaviour. The school will use services available to us both internally and externally where appropriate

Involving Pupils

The London Nautical School aims to ensure that pupils are actively engaged in addressing and reporting bullying behaviour they may encounter. This includes pupils participating in the development, review and evaluation of the school anti-bullying policy, procedures and practice. Pupils play a key role in preventing bullying and it is our objective for them to feel that they have “someone to turn to”. The school aims to ensure that all students know how to report concerns and they are confident in the response they will get. Peer support schemes are used to identify concerns as well as supporting those at risk. Those who “by stand” bullying are also expected to know how they should act to prevent bullying.

Students at The London Nautical School are provided with details of local and national Helplines that can provide advice and support.

Intervention: Responding to Bullying Behaviour

All concerns about bullying are addressed and the priority is always to support those being bullied and to stop the bullying. The London Nautical School will do all it can to assess the seriousness of the bullying and to determine the appropriate action that should be taken.

Following DFE guidance we will “apply disciplinary measures to pupils who bully in order to show that their behaviour is wrong” and that any “disciplinary measures must be applied fairly, consistently and reasonably taking account of special educational needs / disabilities ---needs of vulnerable pupils”.

Any action taken will be measured and match the severity of the situation. To assess the severity The London Nautical School will consider the impact / hurt; the intent; the frequency; the duration and the imbalance of power: the nature of the relationship between the bullied and those bullying. The London Nautical School has a range of sanctions available and will always look ‘to consider motivations behind the bullying behaviour” and “whether it reveals any concerns for the safety of the perpetrator”.

The London Nautical School will also work to help and support those responsible for the bullying so that they understand the impact of bullying and are helped to change their behaviour.

The following steps may be taken when dealing with incidents:

Staff

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached and the Head of Year will be informed.

A clear account of the incident will be recorded and given to the Head of Year.

The Head of Year will interview all concerned and will record the incident.

Form tutors will be kept informed and if it persists the form tutor will advise the appropriate subject teachers.

Parents will be kept informed.

Punitive measures will be used as appropriate and in consultation will all parties concerned.

Pupils

Pupils who have been bullied will be supported by:

Offering an immediate opportunity to discuss the experience with a form tutor or member of staff.

Reassuring the pupil.

Offering continuous support.

Restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

Discussing what happened.

Discovering why the pupil became involved.

Establishing the wrong doing and need to change.

Informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

Detention.

Exclusion from certain areas of school premises.

Isolation through the schools' Learning Support Centre.

Official warnings to cease offending using Safer Schools Officer.

Fixed-term exclusion.

Permanent exclusion.

Working with Parents

The London Nautical School aims to provide parents / carers with information so that they understand what constitutes bullying and what does not; are able to recognise the signs that their child might be being bullied or is bullying; and know how to report their concerns to schools. This is done through a range of methods, including statements on the school website.

The London Nautical School always stress the importance of sharing concerns as soon as possible, and emphasise the importance of working in partnership and supporting each other. We understand as a school that parents want us to share information and provide regular feedback. As parents you have a clear role and the school will always aim to consult with you as to whether you feel issues have been resolved. We aim to ensure that parents know how to address a complaint if feel there is not a satisfactory outcome. Information on Support and advice is available to parents on the website.

Incident Recording

The London Nautical School records all incidents of alleged bullying including details of the nature of incident (outline of what happened, where, when, type); the names of those involved (those bullying, those being bullied and bystanders); an assessment of seriousness (based severity of impact, frequency, duration, intent, imbalance of power, empathy / remorse); action taken; and details of monitoring including feedback from those involved including parents.

The school analyses these records to assess the "types, rates and patterns of bullying and the effectiveness of the school's actions to prevent and tackle all forms of bullying and harassment, including cyber-bullying and prejudice-based bullying related to special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability".

Monitoring, Review and Evaluation

The London Nautical School regularly monitor, review and evaluate our anti-bullying policy and strategy. We regularly aim to collect and act upon the views and opinions of pupils, parents / carers and staff.

National Helplines

ChildLine – 0800 1111

NSPCC – 0808 800 5000

Family Lives – 0808 800 2222

Websites / Organisations

Anti-Bullying Alliance (ABA)

Children's Commissioner for England

Kidscape

Beat Bullying

Cyber Mentors

Bullying UK

Child Exploitation and Online Protection Centre (CEOP) / Thinkuknow

Stonewall

Bullying Intervention Group

NSPCC / Childline