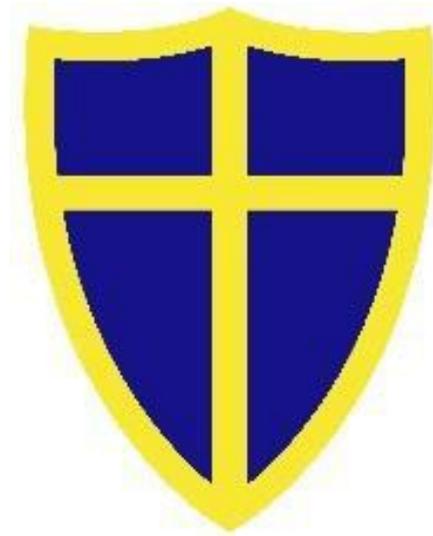


**BLUE COAT CHURCH OF ENGLAND
SCHOOL AND MUSIC COLLEGE**



**ANTI BULLYING
BEHAVIOURS POLICY
2019**

Updated: October 2019
Frequency of Review: 3 years
Date of next review: October 2022

Definition of Terms	p.3
Introduction	p.3
The Nature of Bullying Behaviours	p.3
The Nature of Conflict	p.4
Referral Routes	p.4
Staff Roles	p.5
Anti-Bullying Behaviours Protocol	p.6
Response	p.7
Sanctions	p.7
Assessment of Policy's Impact	p.7

The following terms shall be interpreted as indicated below when used hereinafter within this policy:

- a) 'Trustees' refers to the registered trustees of the Coventry Blue Coat Church of England School Foundation, registered charity number 511793.
- b) 'Academy trust' refers to the holding body of the Academy namely, Blue Coat Church of England Academy Ltd, registered company number 7594562.
- c) 'Blue Coat School' refers to the physical entity of Blue Coat Church of England School and Music College
- d) Any reference to either 'the school' or 'the Academy' contained within this policy is taken to refer to the appropriate given body within context
- e) ABA – Anti Bullying Ambassadors.
- f) BEN – Bullying Ends Now.
- g) CHRIST Values – Care, Hard work, Respect, Integrity, Servanthood, Togetherness
- h) PSHE – Personal, Social, Health, Education.
- i) SLT – Senior Leadership Team.

Introduction

The School is committed to promoting and achieving equality of opportunity for all students, parents, staff, governors, visitors and job applicants. This is reflected in the vision of the school which is 'Living life in all its fullness'. Our CHRIST values are central to this policy especially those of Care, Hardwork, Respect, Integrity, Servanthood and Togetherness. This policy has been written in conjunction with the Anti Bullying Ambassadors.

We believe that all members of the school community should be valued and treated with respect. The School affirms the equal worth of every child and staff member and their contribution to the School and to the Community.

Our school has a zero tolerance to bullying behaviours in school or during off-site activities. All staff and students are trained to recognise and report incidents and follow BEN procedure to ensure bullying behaviours are dealt with effectively. Everyone who sees bullying behaviours is expected to report these behaviours, to 'see something, say something'. Students and parents should be assured that we do not tolerate bullying behaviours and they will be supported when reporting them.

As a community we will work together to support the target and the aggressor, to ensure the wellbeing of our young people by recognising that intellectual success is dependent on moral, psychological, emotional and physical health.

At Blue Coat School we see a difference between conflict and bullying. We define bullying as:

- Actions or words that are intentionally hurtful, repeated often over a period of time and difficult for victim to defend themselves against.
- In a bullying relationship one side has more power than the other sides. In conflict, both sides have equal power and could both help to put an end to it.

The Nature of Bullying Behaviours

"Bullying behaviour is the repeated, intentional, hurting of one person or a group of people, where there

is an imbalance of power. It can happen face to face or online". We believe that abusive behaviours are just that, not "banter", "just having a laugh" or "part of growing up";

Anti-Bullying Alliance 2018

The main types of bullying behaviours are:

Verbal	Name calling, insults, offensive remarks, discriminatory language and aggressive comments.
Indirect	Spreading rumours, social exclusion, taking someone's property, sending malicious messages on social media, text, emails including photographs and images. Can include the exploitation of an individual.
Physical	Physical intimidation, kicking, punching, pinching, spitting, slapping, hair pulling.
Cyber	Sending malicious messages on social media, text, emails including photographs and images. Sending inappropriate messages.
Sexual	Unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, transphobic/biphobia abuse, exposure to inappropriate films, 'sexting' etc.
Emotional	Isolating others, tormenting, hiding possessions, threatening gestures, ridicule, humiliation, intimidation, exclusion, manipulation coercion, being unfriendly, excluding and tormenting
Racist	Racial taunts, graffiti, stickers and gestures
Sexist	Controlling and/or demanding behaviour towards someone because of his or her sex or gender including transgender. This can take place in many forms including verbal, physical, indirect, sexual and emotional.
Homophobic	Because of, or focusing on the issue of sexuality. This can take place in many forms including verbal, physical, indirect, sexual and emotional.

Bullying someone who has Special Educational Needs – because of their learning or physical disabilities

The Nature of Conflict

In a conflict, both sides have equal power, but inappropriate and hurtful things may be said or done to each other. E.g. disagreements, arguments, confrontation, difference of opinion.

Referral Routes

Student Via any member of staff/ABA's.

Via the BEN email system allocated to their house group

Parent/caregiver Email/phone call to tutor or pastoral staff

Staff BEN email system allocated to the student's house group

Staff Roles

All staff and the ABA are aware of the Anti-bullying protocol. It is their responsibility to make it clear to the school community that bullying behaviours are unacceptable and to respond immediately to student reports of bullying/conflict behaviours.

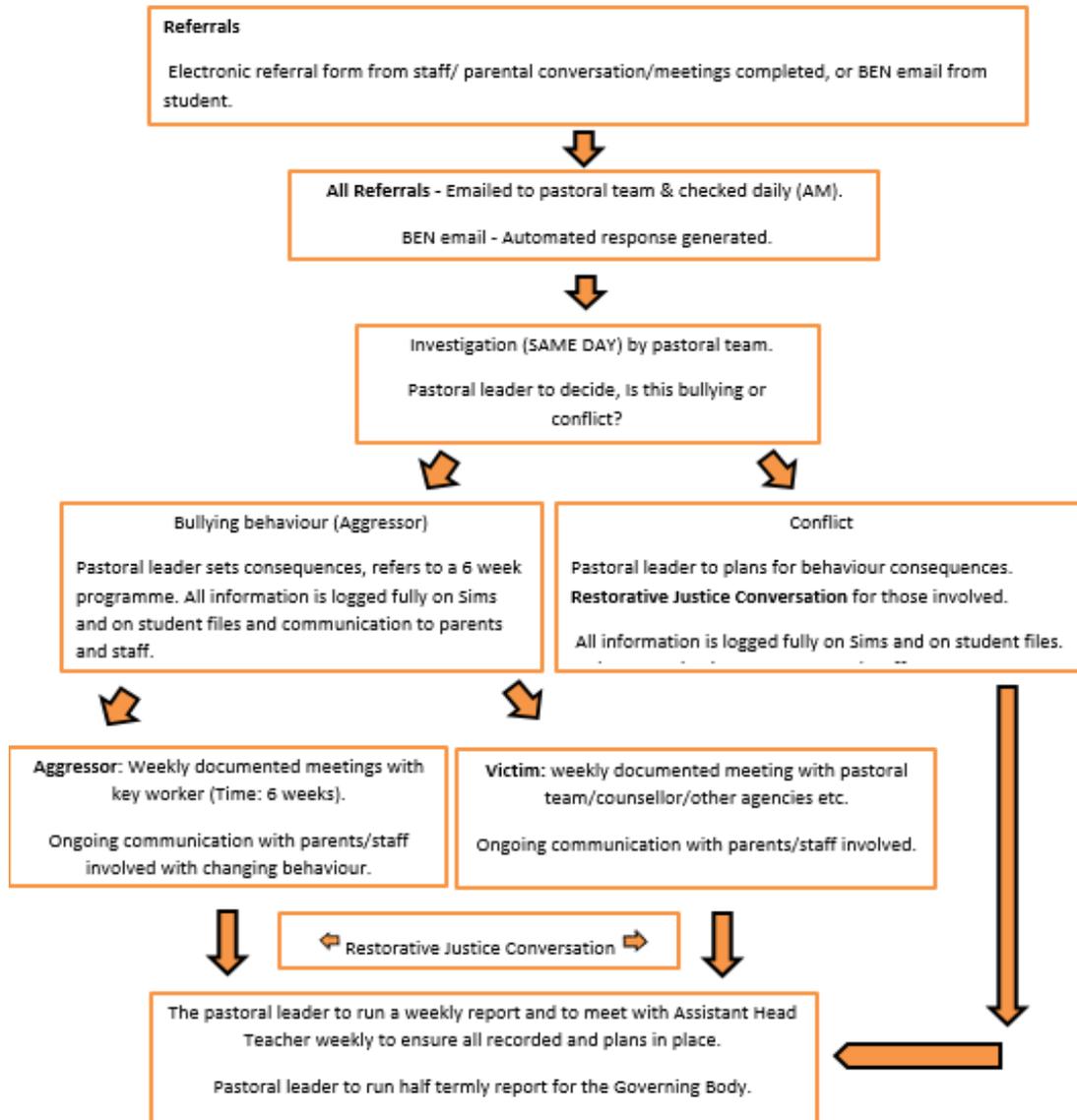
Role of Pastoral Team

- Work alongside the ABA to deliver training to all staff.
- Pastoral team to check email referrals on a daily basis.
- Responsible for the day to day management of the Anti-Bullying programme.
- Take statements from the target, aggressor and witnesses the same day.
- To make a decision if the behaviour is bullying or conflict.
- Make a plan to allocate keyworkers to work alongside the aggressor and the target.
- To log the decision, plan and progress fully on SIMS and student files.
- To communicate the decision and plan to the child, parents and staff involved .
- To keep the Assistant Head Teacher (Pastoral) informed on a weekly basis.

Role of Anti Bullying Ambassadors

- To refer using the BEN protocol should they witness or be told about an incident of potential bullying behaviour.
- Working alongside staff to create anti bullying policies and to create the school Anti Bullying Charter.
- To come alongside their peers, both those subject to bullying behaviours and the perpetrators, to promote the school values and to provide peer-led support.
- To raise the profile of BEN amongst the school community. This may include:
 - Delivering training to students and staff e.g. as part of assemblies and staff training.
 - Creating promotional materials including materials to be used in tutor times.
 - Organising anti-bullying events.
 - Using research tools such as questionnaires to ascertain student awareness and understanding.
 - Represent BEN at events such as parents evenings.
- **Anti-Bullying Education in the Curriculum at Blue Coat**
- Blue Coat School will define and raise the awareness of the anti-social nature of bullying in all forms through the PSHE programme during tutorial time, worship works, assemblies and in the national curriculum programmes of study as appropriate including Drop Down DAY.
- Changing the attitude, mind set and behaviours of bullies will play a major part in the strategies used by Blue Coat School.

- **Anti-Bullying Protocol**



Response

Students who have been subject to bullying behaviour will be supported by:

- Having an immediate opportunity to discuss the experience with a member of staff/ABA.
- Reassurance
- Continuous support with a designated keyworker /ABA
- The offer of self-esteem and self-confidence building activities.
- A referral to a Peer Mentor/counsellor/outside agency if available and appropriate
- Being informed about the outcome of the investigation.

Students who demonstrate bullying behaviour will be supported by:

- An immediate opportunity to discuss the experience with a member of staff/ABA.
- Reassurance
- A continuous support with a designated keyworker.
- A positive behaviour programme
- Referral to a Peer Mentor/counsellor/outside agency if available and appropriate
- Being informed about the outcome of the investigation.
- Sanctions in line with the School's Behaviour Policy.

Sanctions

Displaying bullying behaviours is considered to be a serious breach of the school's Behaviour Policy and any sanctions given will be in line with the school's Behaviour Policy.

Sanctions may include:

- Loss of free time within the school day
- Exclusion from certain areas of the school premises
- Detention
- Internal isolation
- Internal exclusion
- Fixed-term exclusion
- Permanent exclusion

Students who have demonstrated bullying behaviours will be punished appropriately according to their behaviour, in accordance with the school's Behaviour Policy. For persistent offenders or incidents considered as gross acts of aggression, a student may be permanently excluded and/or reported to the police.

Assessment of Policy's Impact

The effectiveness of this policy and its impact will be assessed by the relevant SLT and governors who will monitor the outcomes and impact of this policy every 3 years.

ANTI-BULLYING POLICY

Reviewed by:

Mrs Bhayat

October 2019

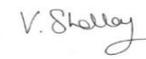
Next Review Date:

October 2022

Approved by Governors:

4 November 2019

Signed:



VICTORIA SHELLEY
Headteacher

Date: 04.11.19

Signed:



LYN JOHNSON
Chair of Governors

Date: 04.11.19