



- The School at Hackney City Farm -

Anti-Bullying Policy

Statement of intent

The School at Hackney City Farm believes that:

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of our school community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Young people should talk to a member of staff if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.
- We believe in tackling bullying by encouraging an environment where individuality is celebrated, and individuals can develop without fear.

2. Policy Review

This policy will be reviewed annually, it may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience. The Stakeholders of this policy are children and young people, all staff, parents and carers, governors and trustees and people from other organisations involved with the life of The School at Hackney City Farm. Data from the monitoring and recording of incidents including nil returns also inform policy review and will be seen by governors every term.

3. Definition of Terms - supported by DFE advice 'Preventing and tackling bullying' July 2013

Bullying is behavior by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber bullying via text messages or on the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a young person is adopted, or has caring responsibilities.

It might be motivated by actual differences between young people, or perceived differences. Stopping violence and ensuring immediate physical safety is a first priority but emotional bullying can be more damaging than physical; teachers and staff at The School at Hackney City Farm have to make a judgement about each specific case.

4. Cyber bullying

Due to the access and availability of new technology a new medium for virtual bullying has arisen. This can occur in or outside of the education provision.

Cyber bullying is a different form of bullying that can happen at any time of the day, with a potentially bigger audience, and more accessories as people forward content at a click. Wider search powers for teachers is included in the Education Act 2011 and gives teachers the power to tackle cyber bullying by allowing the rights to search for and if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

On this issue The School will take guidance from <http://www.childnet.com/resources>

5. Aims and Objectives

The aim of our anti-bullying policy

- To assist in creating an ethos in which attending The School at Hackney City Farm is a positive experience for all members of our community.
- To make it clear that all forms of bullying are unacceptable The School at Hackney City Farm
- To enable everyone to feel safe while at Hackney City Farm and to encourage young people and staff to report incidents of bullying.
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying
- To support and protect victims of bullying and ensure they are listened to.
- To help and support young people and staff displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of the farm community. To ensure all members of our community feel responsible for helping to reduce bullying

The objectives of our anti-bullying policy

As a result of the aims The School at Hackney City Farm has agreed the following objectives:

- Our whole community can evidence ownership of the school/setting anti-bullying policy

- To maintain and develop effective listening systems for young people and staff within The School at Hackney City Farm
- To involve all staff in dealing with incidents of bullying effectively and promptly
- To equip all staff with the skills and information necessary to deal with incidents of bullying
- To involve the wider farm community (e.g. part-time staff/volunteers, café staff) referring bullying incidents.
- To communicate with parents and the wider farm community effectively on the subject of bullying.
- To acknowledge the key role of every staff member in dealing with incidents of bullying.
- To ensure that all incidents of bullying are recorded, and appropriate use is made of the information, where appropriate sharing it with relevant organisations.
- To promote emotional health and wellbeing across the whole provision and for all members of our school community to role-model this in all situations

6. Practice and Procedures

What we do to prevent bullying

Everyone involved in the life of The School at Hackney City Farm must take responsibility for promoting a common anti-bullying approach. Through the consultation process, all stakeholders have agreed to:

- be supportive of each other
- provide positive role models
- convey a clear understanding that we disapprove of unacceptable behaviour
- be clear that we all follow the ground-rules of The School at Hackney City Farm.
- be fully involved in the development of the anti-bullying policy and support anti-bullying practice
- support each other in the implementation of this policy

All members of the school community are expected to report incidents of bullying.

The staff at The School at Hackney City Farm have a vital role to play as they are at the forefront of behavior management and supporting young people's sense of well-being. They have the closest knowledge of the young people in their care, and should build up a relationship involving mutual support, trust and respect.

Staff have agreed to:

- Provide young people with a framework of behaviour including rules which support this policy
- Emphasise and behave in a respectful and caring manner to young people and colleagues
- To set a good tone and help create a positive atmosphere

- Raise awareness of bullying through activities, stories, role-play, discussion, peer support, student voice, PSHE
- The Head of provision and senior staff members keep the governing body well informed regarding issues concerning behaviour management
- Provide a key staff member who is responsible for the monitoring of the policy

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- Identify one governor to lead on anti-bullying within school leadership

Through the development and implementation of this policy, The School at Hackney City Farm, trusts that all young people, parents/carers and staff will:

- Feel confident that everything is being done to make The School at Hackney City Farm is a safe and secure environment
- Know who can be contacted if they have any concerns about bullying
- Feel supported in reporting incidents of bullying
- Be reassured that action regarding bullying will take place

Reacting to a specific incident

Recording

All incidents, either in or out of classroom will be recorded by The School on the electronic recording system student log and in the incident book which is kept in the school office. A senior member of staff or the Head of provision will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents and carers of all children and young people involved will be informed of what has happened and how it has been dealt with. All discussions and actions relating to the incident or investigation will be documented and added to the incident log.

Dealing with an Incident

Whenever a bullying incident is discovered, The School at Hackney City Farm will investigate thoroughly. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

The Farm community need to be made aware that when a bullying incident has come to the attention of adults in School, it has been taken seriously and action has resulted

Supporting all those involved

The School at Hackney City Farm will support all involved by:

- Talking the incident through with all parties involved
- Supporting the person who has been bullied to express their feelings
- Supporting the person displaying the bullying behaviour to express their feelings
- Discussing which rule(s) have been broken
- Discussing strategies for making amends, such as restorative justice

Measures will be in line with HCF behavior and discipline policy, and may include:

- Explanation why the inappropriate behaviour is unacceptable
- Reparation of damaged relationships
- Time away from an activity
- Meeting with staff, parent and young person
- Missing another activity
- Formal letter home from the Head of Provision expressing concerns
- Time out from the classroom
- Pastoral support plan
- Fixed term exclusion
- Permanent exclusion

Safeguarding procedures will be followed when child protection concerns arise.