



The Warriner School

Safe at School Policy

Introduction

At The Warriner School our school values are Responsible, Respectful and Ready. We value a kind and caring whole school community shown by making a difference, being respectful and taking pride. We want the school to be a warm, caring place full of humour and love with impeccable behaviour. We live our school values through our commitment to the creation of an inclusive environment where everyone feels safe at school. Everyone has the right to feel safe and everyone has a responsibility for this, bullying behaviour has no place in our school.

Bullying is an aspect of school life that impacts on a student's social, emotional and educational development. In recent years there has been an increasing awareness and understanding about issues relating to bullying and promoting an anti-bullying ethos within the school environment. Bullying, unfortunately, can occur in all schools and it impacts negatively on both students and staff. Bullying is not acceptable under any circumstances and we believe it is best prevented through the development of an anti-bullying ethos, specifically exercising kindness, respect, being tolerant and embracing diversity based on: race, religion, culture, gender, sexual orientation and disability.

Purpose

The purpose of this policy is to enable all staff to deal efficiently and effectively with incidents of bullying in order that all children feel safe. The purpose of the policy is also to enable students to better access support related to incidents of bullying and to understand the school's ethos concerning: appropriate behaviour, discrimination and equality. Parents should also be aware of the policy as it will enable a community wide approach to our anti-bullying ethos; including the school taking appropriate action if bullying by our students occurs in the wider community. All adults working with children in school must also be aware and act on the Safe at School Policy and procedures.

Principles

- The Warriner Safe at School Charter will underpin our work:
Everyone has the right to feel safe at school, everyone has a responsibility for this, Bullying behaviour has no place in our school.
- Prevention work will always be a focus.
- We will maintain multiple reporting channels for students to communicate with staff in the Warriner Learning Centre to follow up on concerns
- We will take, record and monitor actions to stop, sort and learn from bullying behaviour.
- The Warriner Learning Centre team will receive regular, high quality training.

Aims

- To fulfil the school's statutory responsibility to safeguard and promote the welfare of students.
- To promote an ethos in which every student feels safe and is able to learn in a secure environment.

- To ensure parents and carers are aware that the school takes their children's welfare seriously.
- To ensure all staff follow the school's Safe at School Policy consistently, seeking advice where necessary.
- To promote and celebrate our caring safe at school culture through whole school events.

Definition of bullying

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. Bullying behaviour may be direct or indirect.

Direct forms of bullying include:

- physical violence or threats
- verbal assault and taunts
- name calling
- the destruction and theft of property
- extortion of money or property
- unwanted sexual interest or contact
- racist abuse
- sexist abuse
- homophobia
- intimidation
- religious intolerance
- disability intolerance

Indirect forms of bullying include:

- ignoring and the withdrawal of friendship
- excluding
- malicious gossip and spreading rumour
- abusive or oppressive graffiti
- cyber bullying (e.g. malicious email, text messaging or posts on social media sites)

Procedure

- Staff members working on Safe at School follow up issues will refer to the Safe at School Policy for follow up on concerns.

Prevention

- Weekly Safe at School message via tutor messages
- All students to carry a Safe at School card.
- All staff and students sign up to the Safe at School Charter.
- A regular programme of Safe at School messages are delivered in assembly and through our PSHE and Tutorial programmes.
- Pastoral staff receive specialist Safe at School training to successfully implement the policy.
- High profile events such as Anti-Bullying Week and Mental Health Day take place.

Reporting

- We aim to make reporting bullying behaviour as easy and as accessible as possible using a variety of methods.
- Bullying behaviour and the safety of any student can be reported to the Warriner Learning Centre via:
 - Online referral service

- Email
 - Head of Year office
 - Any adult at The Warriner School
- All reports of students feeling unsafe will be held in our Go4Schools system.
 - We will listen, respect and understand all reports of bullying behaviour

Responding

- Assistant Headteacher, Alex Greenhalgh will receive all reports and direct staff to respond.
- All incidents will be investigated using the Safe at School Policy.
- Relevant staff of the student(s) involved will be informed.
- All incidents deemed to be bullying will then be recorded on Go4Schools
- Students will provide a written or verbal account of the incident(s).
- Students will be kept informed of the action to be taken.
- In serious cases parents will be informed and asked to make an appointment to come to a meeting with a member of the Warriner Learning Centre team
- The parent meeting will commence once the investigation has been completed with an aim to resolve the Safe at School concern.
- If necessary, the incident will be reported to the Specialist Safeguarding Team if deemed to be a child protection concern.
- We will seek a restorative practice resolution in all cases.

Monitoring

- Annual student questionnaire to assess impact of prevention strategies, procedures and consequences. This helps reflect on the policy and procedure and take appropriate action.
- Data analysis of all Safe at School logs as well as bullying incidents is recorded
- Data analysis of repeated bullying behaviour.
- Annual report to the Full Governing Body using statistical data with a breakdown of different types of bullying behaviour.
- Safe at School student voice completed with safeguarding governor and member of Senior Leadership Team completed annually.

This policy should be read in conjunction with the Safeguarding and Child Protection policy, Equalities and Disabilities policy and Special Educational Needs and Disabilities policy. Policy to be reviewed by Senior Leader and Governors by May 2021.

May 2021