



Learning that Connects

## ANTI BULLYING POLICY

**Policy Date:** September 2016

**Review Date:** September 2018

**Chair of Governors:** Bob Paton

**Governors Approval:** 28<sup>th</sup> September 2016

Please note that Simon Hanson is our Chair of Governors as from 29<sup>th</sup> November 2016

## **Introduction**

Bullying in all its manifestations, physical, verbal, emotional, through text or computer messaging, is of great concern to all those concerned with the welfare of children, young people and adults within the community. Figures suggest that as many as 12 young people take their own lives as a result of bullying every year. All children and young people are potentially vulnerable to bullying but those who are black, gay, lesbian, bisexual and/or have differing abilities or physical difficulties suffer most.

National figures indicate that 44% of all children and young people have experienced bullying during the last year. The emotional and mental health and well-being and the personal safety of children and young people is of paramount importance.

## **Context of the school**

The aim of Studio West is to be a high achieving and aspirational institution which is oversubscribed on its opening year. Studio West will have provision for gifted and talented students as well as provision for children with Special Educational Needs. Some SEN students may have physical as well as learning or behaviour needs and it is our intention to be an inclusive school, welcoming all staff and students irrespective of disability and continually strive to involve parents more in the school.

## **Values framework - Principles**

- Studio West's ethos is enshrined within one of the school aims: -

“The Studio School curriculum will aim to create an ethos which fosters the spiritual, moral, social and cultural development of all students. Through the Studio School's commitment to social enterprise we will promote an agreed school 'moral purpose', offering students the opportunities to identify, reflect on, and explore experiences. Opportunities to celebrate a diversity of cultures will be embedded within project based learning experiences.”

This aim allows all students to develop in the way and at the rate which is best suited to them. Students of all abilities learn to live with one another in a community with tolerance and mutual respect. It is to be hoped that this prepares them for the larger community to which they will belong on leaving school. It also provides opportunities for students to take responsibility for themselves and others and to contribute to the overall running and ethos of the school.

Studio West's sponsor, Kenton School, has adopted the motto “All different All equal” which is also echoed by Studio West as it clearly articulates the real sense of value which is placed on each student regardless of their background.

The Studio West motto “Learning that Connects” clearly signals that our principles must extend to and be consistent with the values of the workplace and the wider community. Therefore our policy and its execution match and mirror the Dignity at Work Policy which applies to Studio West staff and the similar policies which students will meet in their workplaces.

- Our objective is to provide each child with the opportunity to realise his or her true potential in whatever sphere that may be.
- The school itself is also seen as an integral part of the wider community joining with parents to foster the aims and objectives of society at large. It is also important that the school maintains its strong links with its feeder primary schools.
- A successful school provides a secure environment in which not only is academic excellence fostered but also each child has an opportunity to enjoy music, art, drama, technology, alternative curriculum and sport.
- The school is equally concerned with maintaining high standards of morality and behaviour.

It is our intention to lead the students forward to a richer experience of life and to enable them to achieve the best of which they are capable. For this to happen it is essential for parents and school to co-operate and be mutually supportive in order to ensure the development of a close, happy and fruitful association between us.

Any behaviour which undermines or contradicts the ethos of the school, as set out above, is deemed to be unacceptable e.g. bullying. Further specific guidelines are set out in the school’s Behaviour Guidelines, a copy of which is given to all new parents and students, and which is at the heart of the Home/School Agreement which new parents and students are invited to sign.

Specifically, Studio West :

- Strives to ensure that the culture and ethos of the school is one in which everyone is equally valued and treats one another with respect.
- Will promote these beliefs through the way the school is staffed, the lessons and subjects that are taught, the learning support provided, relationships with parents, employers, community groups and through all other activities.
- Encourage, support and enable all pupils and staff to reach their full potential.
- Challenge all forms of prejudice and discrimination; verbal and physical; and promote equality and good relationships.
- Work in partnership with parents and the wider community to challenge prejudice and discrimination and establish, promote and disseminate good practice.
- Will involve the whole school community in developing policy and practice and ensure dissemination of the policy.
- Will work to ensure that all staff, students and parents adhere to the policy.

The school will also act to ensure that each and every member of the school community:

- Experiences equality of opportunity.
- Feels a full and respected member of the school community.
- Has high expectations of themselves, their fellow students, staff, and others with regard to fair treatment.
- Develops an understanding of the importance of diversity and difference.
- Develops an awareness of conscious and unwitting prejudice alongside the skills and confidence to challenge instances of prejudicial behaviour, language and attitudes.

### **Educational aims**

As part of its work to promote equality, the school aims to ensure that within its educational provision children are offered opportunities to:

- Understand and celebrate diversity.
- Learn about equality in a variety of curriculum areas.
- Develop an understanding of global citizenship.
- Develop relationships with children from other communities.
- Understand the power of language particularly relating to the verbal abuse of anyone.
- Develop an understanding of their rights, the rights of others, and their responsibilities to each other.
- Recognise and challenge prejudicial attitudes and behaviour.
- Develop emotionally and intellectually.

The school acknowledges that the development of understanding regarding diversity is progressive and will work with the Studio West Governors, staff, parents and the LA in order to develop understanding and enhance the school's ability to work with children.

The personal and educational progress of children will be monitored in relation to equality.

In the interests of all children the school will encourage positive appreciation of diversity within the parent community and take a robust stance against discrimination and abusive behaviour. As a school community we will not tolerate harassment of any kind.

We would hope that through lessons, (not just RESPECT), there is a consistent message of concern for others. This message should also be obvious in all other aspects of school life:

- Students talking to students.
- Students talking to staff and vice-versa.
- Staff talking to staff.
- Parents talking to staff and vice-versa.
- Charity work, whether it is donations or money raising ventures, one-off appeals etc.
- Help in the community.
- We will attempt to increase students' self-confidence, which is the only long-term solution to bullying.

- In wet weather, students can stay in school in designated areas at break and lunchtime. Students must, however, behave in a considerate and responsible manner or this privilege will be withdrawn.

## **Responsibilities**

### **The Governing Body will:**

- Ensure that the school complies with all relevant legislation, including the general and specific duties.
- Ensure that the policy and its related procedures and strategies are implemented.

### **The Principal will:**

- Along with the Governing Body, ensure that the policy and its related procedures and strategies are implemented.
- Ensure that all staff are aware of their responsibilities under the policy and are given appropriate training and support so that they can fulfil their responsibilities.
- Take appropriate action in any cases of discrimination.

### **People with specific responsibilities:**

- Safeguarding – Mrs V Wigham (Principal), Ms S Huntley (Deputy Principal) and Mr J Pattison (Lead Personal Coach)
- Behaviour and Attendance – Ms S Huntley (Deputy Principal)
- SENCO – Ms S Huntley (Deputy Principal)
- Student Welfare – Mr J Pattison (Lead Personal Coach)

### **All Staff will:**

- Deal with incidents, identifying and challenging bias and stereotyping.
- Promote equality and good relationships and not discriminate.
- Keep up to date with legislation by attending training and information events organised by the school, LA or other agency.

### **Learning Coaches will:**

- Ensure that students from all groups have full access to the curriculum.
- Promote equality and diversity through teaching and through relationships with students, staff, parents and the wider community.

### **Visitors and contractors will:**

- Be aware of, and comply with the school's equality policy.

## **Breaches of the policy**

We will consider every breach of the policy in the light of the particular circumstances and, if students are involved take into account their age and the nature of the breach. We will call on support from the LA and/or other agencies as appropriate.