# The Heys School

# Anti-Bullying Policy

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| Role (COG/CEO Trust) | I Mclaughlin |
| Signed: | |

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# 1. INTRODUCTION

The Heys School defines bullying as:

> "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 online."

We work tirelessly to support all members of the school community to recognise, address and eradicate it. We adopt a zero-tolerance approach to all instances of bullying.

Bullying in school is everyone's problem. All staff, students and parents should be aware that bullying exists and share a commitment to combat it and make the school a happy and safe environment in which everyone can work.

The Guiding Principles of the policy are that the school will ensure:

- We comply with our legal duties including The Equality Act 2010;
- We provide a definition and examples of what bullying is; (appendix 1)
- We promote an anti-bullying message through the academic and pastoral curriculum to encourage all members of the school community to act in a caring manner towards each other (health ambassadors and peer mentors); (appendix 2)
- We make every effort to resolve bullying;
- Students and parents are listened to, and any reports of bullying are taken seriously, advising follow-up with the Police if necessary and
- We provide a secure, safe and caring environment where bullying is not tolerated.

# 2. POLICY AIMS

The Aims of the policy are to ensure:

- Everyone in the school is treated with respect and acts with courtesy and consideration at all times.
- The school provides a consistent approach to bullying incidents that are brought to the school's attention.
- The school community works together to ensure the school is a safe place for all adults and children, in which there is no place for bullying.
- We develop a culture which recognises that bullying exists, encourages students to report instances of bullying and sends a message that bullying will not be tolerated.
- All allegations are treated seriously and acted upon until everyone is happy that the bullying has stopped.
- Students are clear about whom to report concerns to.
- We create a safe environment where students can openly discuss the cause of their bullying, without fear of further bullying or discrimination.

In Implementing the policy, the school will ensure:

- Bullying both on and off the school site will be dealt with in the same manner.
- Staff are given appropriate support and relevant professional development opportunities to support them in implementing successful strategies to address all issues around anti-bullying.
- Staff are accessible and listen to students' concerns.
- Staff are vigilant in observing relationships inside and outside the classroom.
- Staff are able to identify vulnerable children who may fall victim to bullying i.e. those with a lack of close friends in school; extremes of personality; race; religion; sexual/ gender orientation; social classes and disability, or some other obvious differences, e.g. stammering or acne.
- Staff are able to identify those who demonstrate bullying behaviour.
- Necessary steps are taken to identify those responsible, appropriate sanctions are used and help and guidance are given to modify behaviour.
- Parents who have raised a concern about bullying will be reported back to fully.
- All incidents and actions are recorded on Arbor.
- All governors, teaching and non-teaching staff, students and parents have an understanding of what bullying is.
- All governors, teaching and non-teaching staff, students and parents understand the anti-bullying policy, and what to do if incidences of bullying arise.
- Staff treat a bullying incident as a child protection concern where there is 'reasonable cause to suspect that a child is or is likely to suffer significant harm.' Bullying can be part of other forms of abuse, including neglect, and emotional, physical, and sexual abuse. Even when safeguarding is not considered to be an issue schools will look for the reasons behind the bullying and may draw on external services for support.
- The policy is disseminated via the school's website and as part of the induction for all new staff.

## 3. DEALING WITH INCIDENTS OF BULLYING

If bullying is suspected or reported the incident will be taken seriously and dealt with as quickly as possible by the members of staff who have been approached. All incidents of bullying are logged through CPOMs and followed up his directed by the designated safeguarding lead (DSL).

In dealing with allegations of bullying, School staff will not ignore it. Staff will not make preconceived assumptions and will endeavour to listen to all accounts of the incidents. Staff will adopt a problem-solving approach that encourages students to look at the issues from a restorative perspective. All bullying incidents should be referred immediately to the Head of Year and the Pastoral manager within which the victim is registered. An investigation will then take place in line with Pastoral Procedures.

- The incident will be investigated by interviewing all concerned and recording outcomes on CPOMS.
- Form tutors and subject staff will be kept informed and asked to monitor the behaviour of the students concerned.
- Parents will be kept informed and discouraged from taking matters into their own hands and should not approach a suspected student but speak to a member of staff.

- Each incident of actual or alleged bullying will be unique in its representation and its level of impact on the individuals concerned. Therefore, it is important that the school is given the opportunity to tailor a strategy to address the situation and to support the bullied student according to the particular incidents.
- Students who are victims of bullying will be offered the opportunity to discuss their experience with their form tutor/head of year/pastoral manager or another member of staff and will be offered support in terms of access to the student counsellor or anti-bullying ambassadors to restore self-esteem and build confidence.
- students who have been bullied will be helped by discussing what happened and discovering why the student became involved in establishing a sense of wrongdoing parents and carers will be informed to help change the attitude and behaviour of the student.
- In agreement with both parties involved there will also be the opportunity to rebuild relationships involving a restorative meeting mediated by a member of staff as a way of resolving disputes.

The school continues to ensure that the anti-bullying policy is a living working document through its procedures and communication with all members of the school community. This is achieved through our weekly radar meetings.

All incidents of bullying will be viewed seriously and dealt with as quickly as possible. Staff will do all they can to support the victims of bullying and make it clear to the bully that this behaviour is not acceptable. The following consequences could be issued for incidents of bullying:

- Parental meetings and education sessions
- Removal from rewards trips/activities
- Detentions during social times or after school
- Internal suspensions
- External suspensions
- Referral to external agencies

## 4. PREVENTION

As a school, we take bullying very seriously. We use a range of proactive strategies to prevent bullying. These include:

- Effective school leadership that promotes an open and honest anti-bullying ethos
- Student Voice and surveys
- Improved supervision in potential problem areas
- Anti-bullying ambassadors
- By reviewing general and specific staff induction and continued professional development to ensure staff training reflects the anti-bullying policy and practice of the school
- The delivery of the PSHCE curriculum that identifies how to report bullying what bullying is what form it can take and makes pupils aware of how to report this for themselves on behalf of their peers.
- The delivery of anti-bullying assemblies

## 5. APPENDIX 1

We define bullying as:

> "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 online."

The school has a duty, under the Equality Act, 2010, to safeguard and promote the welfare of children.

Under this act, the following are protected characteristics:

| Age | Disability | Gender reassignment |
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| Marriage and civil partnership | Pregnancy and maternity | Race |
| Religion or belief | Sex | Sexual orientation |

Bullying can take many forms, the main ones being:

| Physical bullying | Verbal bullying |
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| Hitting | Name calling |
| Taking or deliberately damaging people's things | Making insulting or offensive remarks |
| Kicking | Making threats |

**Cyberbullying**

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside education settings.

Cyberbullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessible as people forward on content at a click.

- Via social networking sites
- Offensive texts
- You Tube
- Prank calls
- *Sexting

## 6. APPENDIX 2 – USEFUL LINKS

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| Anti-Bullying alliance | www.anti-bullyingalliance.org.uk |
| Childline | www.childline.org.uk |
| Family lives | www.familylives.org.uk |
| Kidscape | www.kidscape.org.uk |
| MindEd | www.minded.org.uk |
| NSPCC | www.nspcc.org.uk |
| The Big Award | www.bullyinginterventiongroup.co.uk/index.php |
| PSHE association | www.pshe-association.org.uk |
| Restorative justice council | www.restorativejustice.org.uk |
| The Diana Award | www.diana-award.org.uk |
| Victim Support | www.victimsupport.org.uk |
| Young minds | www.youngminds.org.uk |
| Young carers | www.youngcarers.net |
| SEND changing faces | www.changingfaces.org.uk |
| Mencap | www.mencap.org.uk |
| Childnet International | www.childnet.com |
| Digizen | www.digizen.org |
| UK Safer Internet Centre | www.saferinternet.org.uk |
| Kick It Out | www.kickitout.org |
| Stop Hate | www.stophateuk.org |
| LGBT Barnardos LGBT Hub | www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm |

| The Proud Trust | www.theproudtrust.org |
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| Stonewall | www.stonewall.org.uk |