



## Wolstanton High School

### Anti-Bullying Policy

#### What is bullying?

We believe that bullying is:

**“Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying is repeated and intentional. It is usually identity related.”**

Bullying can be:

- a) Physical - hitting, kicking, fighting, stealing, damaging belongings, Intimidating behaviour
- b) Verbal - calling names, threatening, teasing, insulting
- c) Emotional - leaving out, spreading rumours, humiliating, tormenting
- d) Cyber - threats, messages and images sent via technology including mobile technology

The Malicious Communications Act 1988 states that it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

The wider search powers included in the Education Act 2011 give school staff powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

Pupils can be bullied for a variety of reasons. Specific types of bullying include:

- Disability
- Gender identity/reassignment/transphobia
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Home circumstances
- SEN
- Sexual orientation/homophobia

All of the above are protected characteristics under the Equality Act 2010.

Bullying can have a wide range of effects on everyone involved. For the person being bullied it can lead to low self-esteem, depression and self-exclusion (Mellor (DfEE) 1991). For the person bullying it is possible that they have been or are being bullied themselves. In each case we aim to identify the root-cause and to change their behaviours.



## Statement of Policy

### **Bullying of any sort will not be tolerated**

- The school will make all pupils aware of what bullying involves, and its negative effects
- The school will ensure that all pupils are aware of their rights and responsibilities in respect of bullying and all pupils will be encouraged to help each other and to seek help with any problems they experience
- Parents are encouraged to contact school if they have concerns
- All staff have a responsibility to take action where they are aware of bullying
- Neither derogatory or demeaning remarks nor harassment are acceptable from pupils or adults
- The school will promote the skills and values in all pupils necessary to reduce bullying
- Buddies and Prefects will be trained to help combat bullying and to help in resolving incidents
- The school may also show evidence to parents with specific reference to, but not exclusive to, online bullying
- If appropriate, the school will involve the Police and consider Permanent Exclusion

**NB: In cases of severe or persistent bullying the Headteacher reserves the right to exclude the pupil/s concerned.**

### How do we prevent bullying?

- Pupils constantly well-informed that bullying is not acceptable
- Teachers make it known to pupils that bullying is unacceptable
- Train pupils to be assertive and handle conflict effectively
- Direct link to understanding teachers and pupils
- Prefects and Buddies to be selected and trained
- Supervision by all staff in all areas of school at break and lunchtime, especially areas highlighted as key areas
- A team of staff available who will deal with the incident as appropriate. Prefects and Buddies around the school, high profile and effective
- 'Buddies' service set up and active
- Parents informed by letter of policy
- Drop down day on PSHCE to deal with all aspects of bullying
- making pupils aware of what bullying involves
- reminding pupils of their rights and responsibilities
- making sure that pupils know how to seek support if their rights are being violated
- encouraging pupils to help and respect each other
- encouraging pupils to talk about any problems they are experiencing
- asking parents to discuss any problems they know or suspect their child is having
- applying fair, firm and consistent sanctions
- discussing problems and incidents fully with all concerned
- carefully monitoring any incidents of bullying



### **What do we do if bullying occurs?**

We deal with bullying in school and treat it seriously.

We follow up all reports and complaints and record all incidents of bullying internally on 'My Concern'.

School sanctions will be used and can include detentions, loss of social time, but could include isolations, exclusions or even a permanent exclusion if deemed serious enough.

Other actions may include:

Discussion with pupil; meeting between all involved (restorative justice); parental involvement; referrals to relevant support agencies.

### **Advice and guidance for staff in dealing with incidents of bullying**

- If you know or suspect a pupil has been bullied **DON'T IGNORE IT.**

Below are suggested methods of dealing with the situation.

You could either:

1. Deal with the situation yourself and inform the Form Tutor and Head of Year.
2. Refer directly to the Head of Year in a serious or repeated case.

- In all cases this must then be reported on 'My Concern'
- Standard Procedure for dealing with a reported incident of bullying

1. Interview the victim and write down his/her concerns. Follow this up with a discussion in which he/she is reassured that this will be dealt with.

2. Interview the alleged bully separately and write down his/her response to the incident/accusations. Attempt to get the bully to see the situation from the victim's point of view.

(The member of staff must always make notes on behalf of the pupil, regularly checking for accuracy)

If you do not intend to take the matter further:

- A formal warning should be made saying that further action or retaliation is deemed to be not only bullying but a serious challenge to authority and will be dealt with accordingly.
- It is also useful to make the pupil aware of the next steps that have to be taken if the bullying does not stop: relevant sanction within the 'Consequences' system
- Head of Safeguarding and Heads of Year will keep an accurate record of all bullying incidents. All incidents will be recorded, as per the categories listed previously
- The Headteacher has the right to discipline pupils for incidents of bullying which occur off the school premises and beyond the school day if this impacts within school.



## Curriculum

- Posters will be around school raising awareness about bullying and the effects of bullying on the victim
- Regular time spent on the issue of bullying during tutor time through PSHCE
- Regular assemblies, raising awareness
- Up-skilling of all staff in the use of support and intervention
- Keep publicising policy to pupils, staff and parents
- Keep parents informed - let them know that the school acts to prevent bullying not just dealing with bullying incidents
- Social Education monitored and evaluated for Dealing with Bullying and Equal Opportunities
- Checking level of uptake for Peer Mediators to pre-empt development of bullying

## Staff information

- The principles of our anti-bullying policy apply to **all** members of our school community.
- Please report any incidents of bullying of staff to a member of the Senior Leadership Team or the Chair of the Academy Council.
- This policy should be read in conjunction with: Behaviour Policy; Safeguarding and Child Protection Policy, e-safety policy.

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