



SMITHDON HIGH SCHOOL

ANTI-BULLYING POLICY

**Re-adopted by Local Governing Body
March 2017**

Reviewed: March 2019

Next Review Date: March 2020

1. Aims

- 1.1 To clarify to students, parents and staff that bullying is unacceptable, that every student has the right to feel safe in school and to be protected when he/she is feeling vulnerable.

2. What is Bullying?

- 2.1 A person is being bullied when he or she is exposed to negative actions on the part of one or more persons. These actions can be either a single incident or a series of persistent issues and will result in the victim feeling hurt, threatened or frightened. Bullying can be physical or verbal and include hitting, teasing, intimidation, damaging a person's property and relate to race, religion, sex and gender.
- 2.2 Bullying can also involve cyberbullying. This can be defined as the use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else – as in 2.1. This may include the use of text messages or of personal or private information or images which may be sent to the victim or publicly posted or forwarded.
- 2.2 It is important to note that the perceptions of the individual in this are crucial and that the feeling of being bullied is *personal*.
- 2.3 This policy applies to all students and staff working at the school.

3. Encouraging Students to Tell

- 3.1 It is vital that we foster a supportive structure within our school community. Students need to feel that they can tell someone if they feel vulnerable, that they will be listened to sympathetically and that action will be taken. Teachers, parents and other students have a key role to play here. Not telling protects the bully or bullies and gives out the message that they can continue. They may bully other students too.
- 3.2 **Students** should remember to let us know straight away if they are being bullied or if someone else is.
- 3.3 **Parents**, if you think that your son or daughter is being bullied, let us know **immediately**.

4. Possible Signs

- 4.1 A student who is being bullied may exhibit changes in behaviour, such as feigning illness or becoming shy and nervous. They may show changes in attitude towards work, may lack concentration or may even truant from school.

5. Procedures

- 5.1 Whenever a student indicates that they are unhappy about the way they are being treated by others they must be taken **seriously** and should be encouraged to speak to a Pastoral Manager, who will ask the student to write down their experience. The Pastoral Manager will then interview the student to discuss their concerns.
- 5.2 The victim of bullying will then be encouraged to tell the bully or bullies, in the presence of the Pastoral Manager, what they are unhappy about. This should be done in a non-aggressive way and involves discussing this with the bullied student beforehand. This enables the victim to assert themselves and fosters the development of self-confidence. If there are several other students involved, they should be seen separately to alleviate possible anxiety in the victim. If this is not the wish of the student concerned, then the issues will be dealt with by the member of staff and those responsible.
- 5.3 The approach adopted is one of restorative justice, which is non-confrontational and involves the teacher helping the bully to understand more about how the victim is feeling and seeking a commitment that they will try to help the victim in some way.
- 5.4 A record should be made of the outcome of the interviews, with the bully (or bullies) recording their responses in writing. The parents of all students involved will be informed of what has happened and the action that has been taken. Copies of the procedure will be circulated to the Form Tutors of all pupils concerned and copies placed in the students' files. The incident should also be recorded on the Google Drive bullying log. Sanctions may also be issued at this time, if appropriate, and should be recorded on SIMS using the Behaviour Management module.
- 5.5 The Pastoral Manager should arrange to see the bullied student during the following week and perhaps at intervals thereafter to check on progress. Monitoring can also take place on a regular basis through the Form Tutor. The length of monitoring will depend upon the nature of the concerns and will be at the professional discretion of the Pastoral Manager.
- 5.6 In the event that the bullying recurs and it is clear that the original intervention has not worked, then (additional) sanctions will follow. These will depend upon the nature of the bullying behaviour and any previous sanctions imposed. It may involve the Assistant Headteacher or Deputy Headteacher and, in very serious cases, the Headteacher. It is important that counselling of both parties continues even when sanctions have been imposed.
- 5.7 It should be noted that under the 2006 Education and Inspections Act, schools have the power to respond to the behaviour of students when they are off school premises. Where a student is involved in the bullying or harassment of another student or member of staff, including when such behaviour occurs out of school, the school has a right to intervene and to impose appropriate sanctions.

- 5.8 Where it is suspected that a criminal offence may have been committed, the police will be informed.
- 5.9 Although bullying is not a specific criminal offence in UK law, there are laws that can apply in terms of harassment or threatening behaviour. In particular, some cyberbullying activities could be criminal offences under the Protection from Harassment Act 1997, The Malicious Communications Act 2003 and the Public Order Act 1986.
The age of criminal responsibility in the UK is 10.

6. Dealing with Instances of Racial Bullying or Harassment

Students

Any instance of racial harassment or bullying by a student or students should be dealt with by staff immediately as set out in the school's Anti-Bullying Policy, supported by the school Behaviour Policy. The action taken will depend on the nature of the incident.

All incidents should be reported to the relevant Pastoral Manager as soon as possible, with a written account of the incident/concerns. Action will be taken in accordance with the policy.

All instances of racial abuse or harassment and the action taken should be recorded by the Pastoral Manager on the relevant electronic log monitored by the Deputy Headteacher. Incidents should also be logged on SIMS.

The Deputy Headteacher will complete and submit an electronic copy of the pro-forma to the Local Authority. Incidents will be reported to the next meeting of the Resources and Pastoral Committee of the Governing Body.

Staff

Any instance of racial harassment or bullying of a student or colleague by a member of staff should be reported immediately to the Headteacher, or in his absence, the Deputy Headteacher. A written account of the incident will also be required.

Any such instance will be recorded in the central log and reported as above. Any necessary action will be taken as set out in the staff disciplinary procedure.

7. Curriculum

- 7.1 The issue of bullying, including cyberbullying, will be dealt with during Personal Development sessions and can be supported in other curriculum areas and by using teaching methods which encourage co-operative work with a variety of groupings so that students can extend their relationships beyond their normal friendship groups.

8. **Review** - This policy will be reviewed annually.

ANTI-BULLYING PROCEDURES

Smithdon High School recognises that all students should feel and be safe, they need to be supported and protected from the impact of bullying. The school also acknowledges its duties and responsibilities under the 2006 Education and Inspections Act, The Equality Act 2010 and The Children Act 1989. These place a duty on all academies to encourage good behaviour and prevent all forms of bullying.

DEFINITION OF BULLYING

Bullying is a deliberately hurtful series of acts which are intentionally repeated over time. These can be aimed at groups because of race, religion, faith gender or sexual orientation

Bullying is repeated over time and can be in many forms the main types are:

Physical

Hitting, kicking, or any unwanted physical contact. Taking or hiding belongings or money of others.

Verbal

Name calling, teasing, insulting, writing unkind notes, and homophobic, racial comments and discrimination against faith.

Emotional

Being deliberately unfriendly, tormenting, spreading rumours, scaring, humiliating, isolating another person

Cyber

The use of Communication devices and technology to cause distress and upset to somebody else (In or out of school). This includes use of social networking sites, emailing and instant messaging.

POSSIBLE SIGNS OF SOMEONE BEING BULLIED

Students who are being bullied may show changes in their normal self:

- Their valuables may be continually lost or destroyed
- The student's behaviour can alter becoming shy and nervous
- Feigning illness or clinging to adults
- Changes in their eating habits, like suddenly skipping meals or binge eating. Children may come home from school hungry because they did not eat lunch
- Not wanting to go out
- They may show changes in their work patterns
- Lack concentration or may even truant from school
- Difficulty sleeping
- Self-destructive behaviours such as running away from, harming themselves
- Some students may start to bully others

POSSIBLE SIGNS THAT SOMEONE MIGHT BE BULLING SOMEONE ELSE

- Getting into physical or verbal fights
- Have friends who bully others
- Are increasingly aggressive
- Getting into more trouble than normal
- Have unexplained extra money or new belongings
- Blame others for their problems
- Don't accept responsibility for their actions
- Are competitive and worry about their reputation or popularity

ENCOURAGEMENT TO REPORT

It is important that Smithdon High School creates an atmosphere where students who are being bullied or others who know about it feel that they will be listened to and believed and that action taken will be swift but sensitive to their concerns. Not reporting protects the bully or bullies and gives the message that they can continue, perhaps bullying others too.

WHAT A STUDENT SHOULD DO

- Not accept bullying inside or outside school
- Never become involved with anything to do with bullying
- Not give bullies any encouragement - a student should show that they and their friends disapprove of a bullying behaviour
- Report it immediately to a trusted person. We remind students that bullies rely on the fact that a student will be too scared to tell anyone because they know that their bullying will be stopped if they do tell
- Report it immediately a trusted person if they see someone being bullied. The victim may be too scared to do it themselves. Bullying is not to be accepted anywhere and everybody must work together to stamp it out
- Go to any adult in the school, who will help you
- Go to the Pastoral Managers

WHAT A PARENT OR CARER SHOULD DO

- Reassure their child that they will do something about it
- Contact the police or approach the bully's parents if it happens out of school
- Contact the school immediately and ask to be put in touch with the appropriate person or team
- If the situation continues or you feel dissatisfied with actions taken contact the school and ask to speak to the Senior Pastoral Leader or a senior member of staff

WHAT THE SCHOOL WILL DO

Support will be available for victims and culprits at any time. Parents/Carers of both parties (victim and culprit) will be informed about every incident. Sanctions will be put in place for culprits. This could include isolations and exclusions. The school will promote Anti-Bullying week every year, incorporating strategies and materials into the PHSE programme. It is good practice for all incidents of prejudice to be reported to the Local Education Authority but not necessarily bullying.

HELPFUL WEBSITES FOR STUDENTS AND PARENTS

www.kidscape.org.uk	020 7730 3300
www.childline.org.uk	0800 1111
www.familylives.org.uk	0808 800 2222
www.youngminds.org.uk	0808 802 5544
www.thinkuknow.co.uk	