

## ANTI BULLYING POLICY

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### 1. Policy purpose and intent

- All governors, staff, pupils and parents understand what bullying is.
- All governors and staff know the policy and implement it consistently when a bullying incident is reported.
- All students and parents know the policy and understand what to do if a bullying incident arise.
- Students and parents be assured that they will be supported when bullying is reported.

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## 2. What is bullying?

Bullying is a behaviour by an individual or group, repeated over time, that intentionally harms another individual or group.

There are four types of behaviour that cause harm:

- 1) Physical – pushing, kicking, hitting, punching or any use of violence.
- 2) Verbal – name-calling, sarcasm, spreading rumours, teasing.
- 3) Emotional – being unfriendly, excluding, tormenting, (e.g., hiding books, threatening gestures).
- 4) Cyber – all areas of internet, such as email, internet chat room misuse. Mobile threats, text messaging and call. Misuse of technology, for example camera and video facilities.

## 3. Reasons for this behaviour may include:

- 1) Racist – Racial taunts, graffiti, gestures.
- 2) Sexual – unwanted physical contact or sexually abusive comments.
- 3) Homophobic – focusing on the issue of sexuality.
- 4) Disability – can be physical or learning disabilities.
- 5) Religious/Faith – harmed because of their belief in a certain religion or faith
- 6) Sexist – demean, intimidate or harm another person because of their gender.
- 7) Transphobic – hatred or fear of people who are transgendered. Transphobic being described as someone whose sense of their gender or identity is seen as being different to the typical gender norms.
- 8) Social Class – targeted by others because of their social group
- 9) Other – any other reason other than the above.

## 4. Signs and Symptoms of bullying

Adults should be aware of these possible signs and they should be investigated if a student's:

- Frightened of walking to or from school
- Does not want to go on the school/public bus
- Begs to be driven to school
- Changes their usual routine

- Unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn anxious, or lacking confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep or has nightmares
- Feels ill in the morning
- Beings to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or “go missing”
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually “lost”
- Has unexplained cuts or bruises
- Comes home starving (money/lunch stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Afraid to use the internet or mobile phone
- Nervous and jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## 5. Bullying is not:

It is important to understand that is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying when done repeatedly on purpose.

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

## 6. How bullying is dealt with when reported

- Providing support and a safe base for students who feel unsafe
- Encouraging students to tell.
- Always dealing with it.
- Seeing the person who is being bullied to discuss the incident.
- Seeing the bully to discuss the incident.
- Maintaining a non-judgemental approach, during investigations.
- Offering mediation.
- The expectation is that further **bullying will not be repeated**.
- Relevant consequences are applied in line with our behaviour for learning policy.

## 7. The school's procedures to combat bullying are:

1. The School takes a number of practical measures in order to discourage bullying and to promote an atmosphere of tolerance and respect. These include:
  - Discussing the problems of bullying in the context of the Character and Culture programme.
  - Holding staff meetings regularly in which the academic and social progress of individual children can be highlighted and discussed.
  - Encouraging staff to be alert to changes in behaviour, friendship groups, punctuality and attendance.
  - Speaking out about bullying in assemblies led by the Senior Leadership Team, Heads of Character and Culture, key pastoral staff and pupils.
  - Using current affairs, historical events, drama, literature et al to raise awareness of bullying.
  - Supporting the annual raising awareness Anti Bullying Week.
2. Staff are given 'pastoral care' induction sessions and updated on the latest trends in bullying through Inset.
3. In addition, the School has established pastoral procedures that encourage pupils to speak out when they either find themselves a victim of bullying or see others being bullied. Students have access to an anonymous reporting system that is managed and monitored by the schools Designated Safeguard Lead.
4. We recognise that sanctioning children who bully may not always be appropriate.
5. Consideration is given to the context of the incident when deciding on action towards children who bully. In the first instance, children who bully will be given the opportunity to learn from their mistakes and move forward with their peers. Involvement of parents and the use of other support networks may be

appropriate at this stage. When sanctions are necessary to deal with bullying, they are intended to hold pupils who bully to account for their behaviour and to ensure that they face up to the harm they have caused and to learn from it. The sanctions will provide an opportunity for the pupil to right the harm they have caused. In cases of severe and persistent bullying the sanctions may ultimately include suspension.

6. The school will inform and work with parents as required, advising them on the strategies to adopt, whether their child is being bullied or the one doing the bullying.
7. The incidents of bullying are recorded on individual pupil records and on a separate file kept by the Assistant Head Teacher. The bullying log is reviewed regularly by the pastoral team and allows trends to be identified and dealt with.

## 8. What to do if you feel you are being bullied

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If you feel someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.

## 9. Strategies that can be used:

- Try not to let the bully know that he/she is making you feel upset.
- Try to ignore them.
- Be assertive – stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group, bullies usually pick on individuals.
- Tell someone you can trust – it can be a teacher, a teaching assistant, Heads of Year, Student Leader, a parent, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, email your concerns to the school website using the anonymous reporting system. Click 'Our School' and then 'Student Welfare and Safeguarding' to find the link.
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?).
- Keep a diary of what's been happening and refer to it when you tell someone.
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and quick.

- Don't suffer in silence.
- Don't blame yourself for what is happening.
- Call a helpline (see Appendix I)

## 10. What to do if you feel someone else is being bullied

If it is felt another person is being bullied, then it is recommended using the strategies below:

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Shout for help.
- Let the person being bullied know that you are going to get help.
- Tell a member of staff as soon as you can.
- Email your concerns to the school on the school website using the anonymous reporting system. Click 'Our School' and then 'Student Welfare and Safeguarding' to find the link.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- Call a helpline for some advice (see Appendix I).

## 11. What to do if you feel your child is being bullied

- Look out for the warning signs
- Listen to your child calmly
- Contact school to discuss your concerns with the tutor or Head of Character and Culture
- Email the school on [info@westonsecondary.co.uk](mailto:info@westonsecondary.co.uk) with the subject 'FAO of Pastoral Team'
- Contact helplines (see Appendix I)
- If you have serious concerns and your child has been assaulted out of school contact the Police.

## 12. Related Policies:

- Acceptable use of IT – Student
- Expectations Policy

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- British Values
  - Relationship and Sex Education & Health Education Policy
  - Safeguarding and Child Protection
  - Use of Social Media Policy

## Appendix 1 – Useful Information

Name of Organisation	Telephone Number	Website
Anti-Bullying Alliance	0800 1111 (Childline Number)	<a href="https://www.anti-bullyingalliance.org.uk/">https://www.anti-bullyingalliance.org.uk/</a>
National bullying helpline	0845 2255787	<a href="https://www.nationalbullyinghelpline.co.uk/">https://www.nationalbullyinghelpline.co.uk /</a>
Childline	0800 1111	<a href="http://www.childline.org.uk">www.childline.org.uk</a>
Kidscape	0207 730 3300	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>
NSPCC	0808 800 5000	<a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>
Family Lives	0808 800 2222	<a href="http://www.familylives.org.uk">www.familylives.org.uk</a>
UK Government Website	Not available	<a href="http://www.direct.gov.uk">www.direct.gov.uk</a>