

*A Safeguarding Policy*

# Anti-Bullying Policy

## Beverley High School



**Date: March 2018**

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## A Safeguarding Policy

The Governors and Staff of Beverley High School fully recognise the importance of safeguarding children and play a full and active part in protecting pupils from harm. In developing the Anti-Bullying Policy due consideration has been given to Beverley High School Child Protection and Safeguarding Policy and the East Riding Safeguarding Children Board procedures.

'Every child should be able to learn in a school environment free from bullying of any kind and in which they feel safe and supported.' (Safe to Learn: Embedding Anti-bullying work in Schools DCSF Guidance-Archived 2013)

It should be noted that this policy does not stand alone but is written in conjunction with a number of other school policies/documents, amongst them are:-

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| 1. The Exclusions Guidance                  | 7. The Physical Restraint Policy                      |
| 2. The Drugs and Substance Misuse Policy    | 8. The Child Protection and Safeguarding Policy       |
| 3. The Complaints Procedure                 | 9. The E Safety Policy                                |
| 4. The New and Emerging Technologies Policy | 10. The Pupil Behaviour and School Discipline Policy. |
| 5. The Race Equality Policy                 | 11. Sex and Relationship Policy                       |
| 6. The Equal Opportunities Policy           | 12. The SEND Policy                                   |
|   | 13. KCSIE Sept 2016                                   |

Current government guidance : Preventing and Tackling Bullying- Advice for Headteachers, Staff and Governing Bodies (DfE March 2014)

Non statutory guidance: Supporting Children and Young People Who Are Bullied - Advice For Schools (DfE March 2014)

### Purpose

The purpose of this policy document is to outline the responsibilities staff, pupils, and parents have to combat social, emotional and physical intimidation and bullying.

At Beverley High School we are committed to creating a community in which all individuals feel safe and happy. The School works to meet its responsibilities to "safeguard and promote the welfare of all its pupils" (Education Act 2002) and to "prevent all forms of bullying" (Education and Inspections Act 2006).

# A Safeguarding Policy

## Aims:

- To Raise awareness and provide a framework to support discussions of what bullying is.
- For the whole school community to work together to create and maintain a secure, calm and healthy learning environment where bullying does not take place
- To give all members of the school community the confidence to report concerns about bullying knowing that they will be listened to
- For the school to respond to all concerns about bullying and ensure bullying incidents are dealt with effectively
- To record and analyse incidents of bullying
- To monitor the effectiveness of the anti-bullying policy by consulting with members of the whole school community
- To review the anti-bullying policy in consultation with members of the whole school community in order to inform future practice
- To ensure a consistent approach to bullying issues.

## Definition of Bullying

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally

Bullying is unwanted, antagonistic behaviour that involves a real or perceived power imbalance, in which the victim is unable to defend themselves.

In order to be considered bullying, the behaviour is usually antagonistic and must include:

- An Imbalance of Power
- Repetition

What bullying is not

- single episodes of social rejection or dislike
- single episode acts of nastiness or spite
- random acts of aggression or intimidation
- mutual arguments, disagreements or fights.

These actions can cause great distress. However, they do not fit the definition of bullying, and they're not examples of bullying unless someone is deliberately and repeatedly doing them

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Beverley High School will work to ensure that there is a common understanding of what constitutes bullying and to inform the whole school community about the anti-bullying stance the school takes. The school will endeavour to ensure that pupils, as well as staff and other members of the school are fully engaged in developing and reviewing anti-bullying work and that all pupils are clear about the roles they can take in preventing bullying, including the role of the bystander.

The school considers the features that make an act bullying are as follows:

- An intentional act that causes hurt (physical and/or emotional)
- An act that is usually repeated
- Where there is an imbalance of power that means that the person suffering the bullying is unable to/will find it difficult to stop it happening

Specific types of bullying include:

- Bullying related to race, gender, religion or culture
- Bullying related to special educational needs (SEN) or disabilities
- Bullying related to appearance or health conditions
- Bullying of young carers or looked-after children or otherwise related to home circumstances or socio-economic status.
- Sexist or sexual bullying
- Homophobic bullying including bullying related to gender identity, expression or orientation.

Specific bullying relationships include:

- Pupil on pupil
- Pupil/parent on staff
- Staff/adult on pupil

Bullying can be carried out in the following ways:

Direct:

- Physical - repeated hitting, punching, kicking pushing in an unwanted way, physical intimidation.
- Verbal - teasing, taunting, name calling, threatening, making disrespectful comments about someone's attributes such as appearance, religion, ethnicity, ability, sexual orientation, racial or sexual abuse or harassment
- Non-Verbal- stealing, damaging property, intimidation, extortion, exclusion

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- Cyber Bullying (When a person or group of people use the internet, mobile phone or other digital technology to threaten, tease, spread malicious lies, rumours gossip or abuse)/E-bullying/Text and mobile communication

(These lists are not exhaustive)

### **Roles and Responsibilities**

Everyone in the life of the school must take responsibility for promoting a common antibullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that the school disapproves of unacceptable behaviour, and by being clear that school rules must be followed.

All members of the school community have a responsibility to report incidents of bullying and concerns they may have that someone is being bullied, both in and/or on the way to and from school.

Preventing and Tackling Bullying- Advice for Headteachers, Staff and Governing Bodies (DfE March 2014) states that:

Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Typically, this would include such incidents when pupils were in school uniform or representing the school in some other way. This does not mean that the school has responsibility for the behaviour of students on mobile devices/social media and outside of school hours, during the school holidays or at the weekends. During this time, young people are the responsibility of their parents.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The Headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in the local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Beverley High School will investigate all incidents of bullying with the support of relevant agencies .

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

- Support the Head Teacher and the staff in the implementation of this policy
- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy, review the anti-bullying policy

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- Appoint a member of the governing body to have a specific responsibility for pupil well-being, including anti-bullying

**The Head Teacher and Senior Leadership Team** will ensure that:

- Bullying behaviour is addressed in the school's Pupil Behaviour and School Discipline policy
- Bullying is addressed as an issue in the curriculum
- All staff receive training that addresses bullying behaviour
- The governing body is regularly provided with information regarding issues concerning behaviour management including bullying
- A senior staff member is appointed to be responsible for the monitoring of the policy and anti-bullying strategies

**All Members of Staff** will:

- Provide pupils with a good role model
- Provide pupils with a framework of behaviour including class rules which supports the whole school policy
- Behave in a respectful and caring manner to pupils and colleagues, to set a good tone and create a positive atmosphere
- Always be aware and take action when there are concerns about bullying
- Report and record all allegations of bullying following the school's procedure
- Ensure pupils, and where appropriate parents/carers, are given regular feedback on the action being taken

### **Parents/Carers**

We expect that parents/carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school and that they will support us in helping to meet our aims. We want them to feel confident that everything is being done to ensure the happiness and safety of their child at school.

We expect parents/carers to:

- Keep us informed about and fully involved in any aspect of their child's behaviour
- Contact the school immediately if they know or suspect that their child is being bullied, even if their child has asked for "secrecy", and work in partnership with the school to bring an end to the bullying
- Contact the school if they know or suspect that their child is bullying another pupil
- Share with the school any suspicions they have that bullying is taking place even when it does not directly involve their child

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When a parent/carer has concerns relating to bullying they should report them to the Well Being Team in the first instance, who will investigate the concerns and refer to the most appropriate member of staff for further action if necessary. In all cases where parents have reported a concern regarding bullying, they will receive feedback from the school.

### **Pupils**

Without the support of our pupils we will not be able to prevent bullying and that is why our pupils will be consulted and will be encouraged to participate in the development, monitoring and review of anti-bullying policy and strategies. We want our pupils to feel confident that everything is being done to make school a safe and secure environment for them to achieve and learn.

We want our pupils to feel that they are supported in reporting incidents of bullying and reassured that action regarding bullying will take place.

We expect that pupils:

- Will support the Head Teacher and staff in the implementation of the policy
- Will not bully anyone else, or encourage and support bullying by others
- Will tell an adult, either a member of staff or parent if they are being bullied
- Will act to prevent and stop bullying by telling a member of staff if they know or suspect that someone else is being bullied

Pupils must recognise that being a "bystander" is not acceptable and understand how their silence supports bullying and makes them in part responsible for what happens to the victim of bullying.

### **Implementation/Preventative Strategies**

The anti-bullying policy will be implemented through:

- Raising staff, parent and pupil awareness of bullying & our policy
- Raising staff, parent and pupil awareness of the New & Emerging Technologies Policy in relation to mobile device/camera usage
- Providing opportunities for pupils to behave positively
- All staff in school providing positive role models
- Promoting anti-bullying through Assemblies/Reflection Time
- Teaching themes in Well Being e.g. relationships, equality, appearance, assertiveness, keeping yourself safe and self esteem
- Tutor guidance
- Promoting anti-bullying values and cooperative behaviour through the curriculum.
- Discussing in Pupil Forum meetings and providing feedback from the pupils
- Pupil Survey/Questionnaire

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- Posters displayed around the school site (using anti-bullying week to raise awareness)
- Informing parents of our policy (Prospectus/newsletters/school website/transition work)
- Raising pupil's self- esteem through the celebration of achievements and successes
- Effective management on the school site and effective supervision during lunchtimes, breaks and between lessons.
- Effective management and supervision on school trips and school events
- Responding to information received via Buswise in relation to school transport
- School Nurse (NHS) Weekly Pop-in Sessions
- 1-1 and individual support
- Open door policy in wellbeing team to report any concerns (face to face or via email)
- Staffed LRC available during social times for students to access as and when they need.
- Online screening tool (Impero) to prevent any online bullying using the school emails.
- Involvement of other services to promote relationship development and enhance self-esteem (PET, YFSS, Mind)

### **Procedures for Dealing with Bullying:**

- All incidents of bullying should be reported by pupils and staff to a member of the Well Being Team or the appropriate Progress Leader. When parents are concerned that bullying might be taking place they should contact the Well Being Team as soon as possible.
- All information should be recorded and all incidents documented on the school anti bullying log through SIMS.
- Hate crime incidents will be recorded in school and information shared with the LA Equalities Team.
- All reports of bullying will be addressed and the priority will be to support those being bullied and to stop the bullying
- It is the responsibility of the school to assess the seriousness of the bullying and to determine the appropriate action that should be taken
- If the school is investigating bullying behaviour it will assess whether the seriousness makes it necessary to involve parents
- When parents are involved the school may ask them to attend meetings and will ensure that they are kept fully informed about what is happening and involve them as appropriate
- Victims, those engaging in bullying behaviour and witnesses will, where practicable and appropriate, give written statements about the alleged bullying
- If necessary and appropriate, police will be consulted
- Strategies will be given to the victim to prevent further incidents

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- Empathy/Mentoring/Befriending/Supervision and monitoring will be offered to the victim
- We will work to help and support those responsible for the bullying to understand the impact of bullying and to change their behaviour
- In all cases there will be subsequent monitoring to ensure the bullying is not repeated
- Sanctions in line with the Pupil Behaviour and School Discipline policy may be used. These should be fair, proportionate, consistent and reasonable. They should also take account of any pupil's special educational needs.
- If parents are concerned that the school has not been effective in preventing further bullying they should share these concerns with the Assistant Head Teacher (Personal development, welfare and behaviour) or the Head Teacher.
- Effective liaison with any other relevant agency e.g. Youth and family Support Services, Police and other schools.

### **Monitoring and Evaluation**

- All incidents of bullying will be recorded on the schools Sims Management System and in the Anti-Bullying Log held in the Well Being Centre Office.
- Consultation with pupils, parents and staff will take place.
- The Student Support Manager will evaluate the data kept on the anti-bullying log on an annual basis or as required and inform the Head teacher, Governors and Senior Leadership Team of the findings. This data is monitored weekly by the Wellbeing Team and relevant pupils receive support/ intervention as appropriate

The anti-bullying policy will be adjusted where necessary to address any ongoing concerns and will be reviewed on an annual basis.

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