

A Safeguarding Policy - Antibullying

Anti-Bullying Policy

Beverley High School



Date: March 2025

This policy document is available in a variety of formats in line with the Disability and Equality Act 2010. It is available as a hard copy from the School Office or can be found on the School website at www.beverleyhigh.net

A Safeguarding Policy - Antbullying

The Governors and Staff of Beverley High School fully recognise the importance of safeguarding children and play a full and active part in protecting students 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)

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst students.

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:-

1. The Drugs and Substance Misuse Policy
2. The Complaints Procedure
3. The Equality Policy
4. The Physical Restraint Policy
5. The Child Protection and Safeguarding Policy
6. Behaviour for Learning Policy
7. The SEND Policy
8. KCSIE Sept 2024

Current government guidance:

Preventing and Tackling Bullying- Advice for Headteachers, Staff and Governing Bodies (DfE July 2017)

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

Definitions and acronyms

Definition of a parent - For the purpose of this policy, as set out within ‘Working Together to Improve School Attendance,’ August 2024 a parent means:

- all natural parents, whether they are married or not;
- any person who has parental responsibility for a child or young person; and,
- any person who has care of a child or young person (i.e. lives with and looks after the child).

DfE – Department for Education

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Purpose

The purpose of this policy document is to outline the responsibilities staff, students, 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 students” (Education Act 2002) and to “prevent all forms of bullying” (Education and Inspections Act 2006).

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

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What is bullying?

The Department for Education state the following:

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
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and messenger apps) ¹

Further details can be found at <https://www.gov.uk/bullying-at-school/bullying-a-definition>

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

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 students, as well as staff and other members of the school are fully engaged in developing and reviewing anti-bullying work and that all students are clear about the roles they can take in preventing bullying, including the role of the bystander.

¹ <https://www.gov.uk/bullying-at-school/bullying-a-definition>

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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 or disabilities (SEND)
- 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 outside of school:

This can relate to any incidents occurring anywhere off the school premises, such as:

- on school or public transport,
- outside the local shops,
- town or village centre.

Typically, this would include such incidents when students 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. We always encourage parents to report incidents of a serious nature to the police and we will investigate any issues when there are repercussions within school. Measures may be taken within school if the issues have an impact on the students, their learning or social and emotional wellbeing.

We believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

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Roles and Responsibilities

Whole school approach

The DfE key recommendation is that ‘a whole school approach to preventing and tackling bullying is vital, involving teaching and non-teaching staff, students, parents and carers and governors.’ Further to this, the DfE states that ‘making behaviour a ‘whole school ambition’ is crucial for developing a culture of good behaviour’.²

Everyone at Beverley High 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. Reports of bullying should be directed to the Head of Year in the first instance and a record of this and overview of conversations with students and/or parents/ carers needs to be logged on CPOMS.

Preventing and Tackling Bullying- Advice for Headteachers, Staff and Governing Bodies (DfE July 2017) states that teachers have the power to discipline students for misbehaving outside the school premises “to such an extent as is reasonable”. The Pastoral Team will investigate reports of bullying and statements will be taken from individuals directly involved and from other students who may be seen as witnesses. If needed relevant agencies will be contacted. If a student is found to be bullying another individual then a suitable consequence will be put in place depending on the very nature of the issues. A restorative meeting may also be held to help students discuss any issues and to talk openly about how the words and actions of a student / students have affected another individual. All students need to agree to a restorative meeting and will be balanced in terms of numbers of people involved.

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

The Head Teacher and Senior Leadership Team will ensure that:

- Bullying behaviour is addressed in the school’s Behaviour for Learning policy
- Bullying is addressed as an issue in the curriculum
- All staff receive training that addresses bullying behaviour

² Approaches to preventing and tackling bullying p.9

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

Parents

We expect that parents 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 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

When a parent/carer has concerns relating to bullying they should report them to the Wellbeing 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.

Students

Without the support of our students we will not be able to prevent bullying and that is why our students will be consulted and will be encouraged to participate in the development, monitoring and review of anti-bullying policy and strategies. We want our students 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 students to feel that they are supported in reporting incidents of bullying and reassured that action regarding bullying will take place.

We expect that students:

- Will support the Headteacher and staff in the implementation of the policy
- Will not bully anyone else, or encourage and support bullying by others

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- To not discuss rumours or hearsay which might encourage negative comments / actions towards another student(s)
- 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

Students 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

It is essential that Beverley High School’s ‘response to bullying should not start at the point at which a child has been bullied’ and as the Behaviour for Learning addresses our ethos is focused on respect for one another and the school’s expectations identifies how we can achieve this.

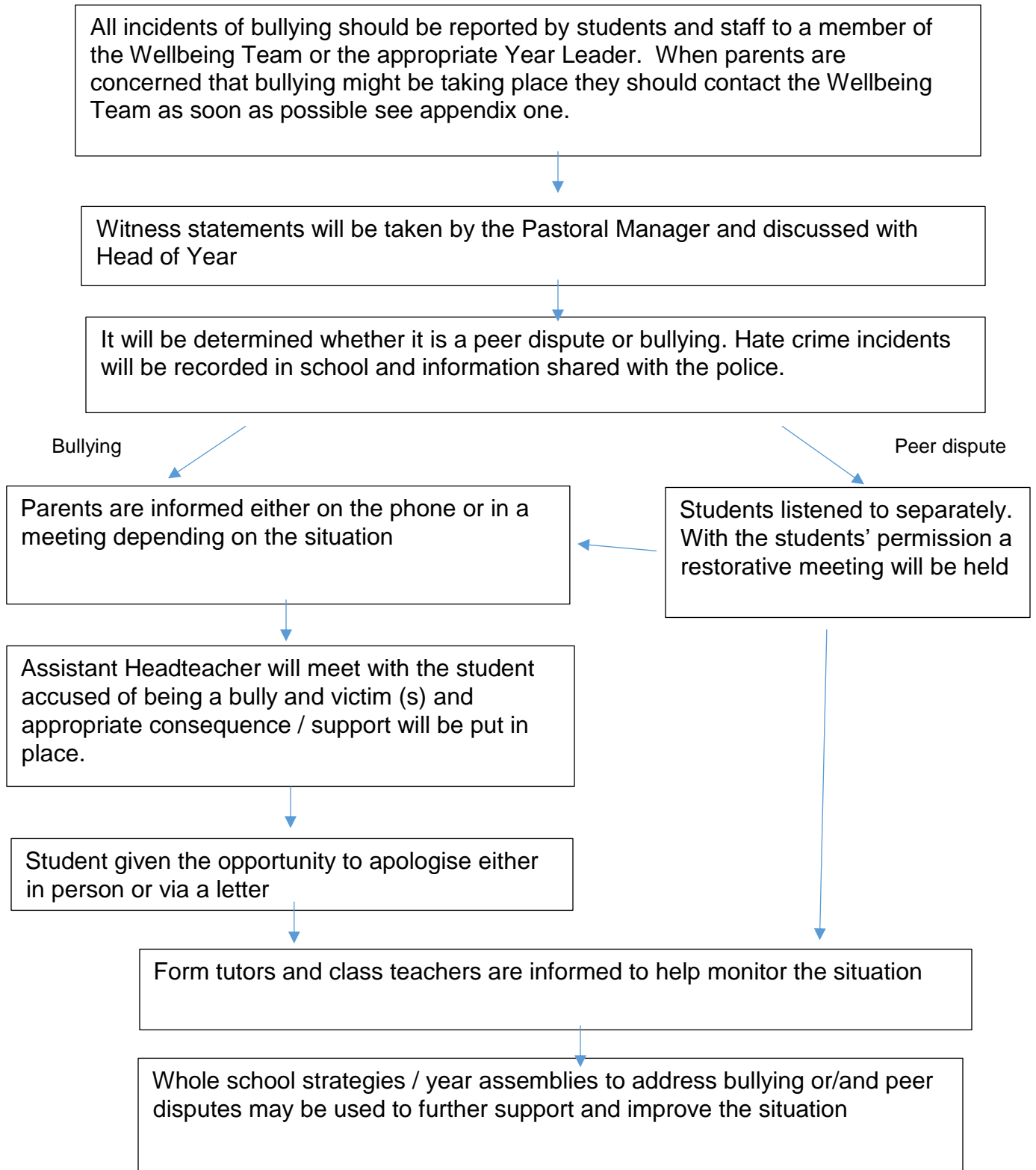
Further Strategies

The anti-bullying policy will be implemented through:

- Raising staff, parent and pupil awareness of bullying and our policy
- Raising staff, parent and pupil awareness of the impact of social media and the use of mobile phones
- Providing opportunities for students to behave positively
- All staff in school providing positive role models
- Promoting anti-bullying through Assemblies/PHSE
- Teaching themes in Wellbeing e.g. relationships, equality, appearance, assertiveness, keeping yourself safe and self esteem
- Promoting anti-bullying values and cooperative behaviour through the curriculum.
- Discussing in Pupil Forum meetings and providing feedback from the students
- Pupil Survey/Questionnaire
- 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
- Wellbeing team is available for students to report any concerns which can be done face to face or via email
- Staffed LRC available during social times for students to access as and when they need.
- The use of the online screening tool NetSupport allows the Network Manager to monitor all desktops around the site. NetSupport includes a safeguarding tool which flags the use of inappropriate words or comments and this is used to prevent any online bullying using the school emails.
- Involvement of other services to promote relationship development and enhance self- esteem

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Procedures for Dealing with Bullying:



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Further Actions:

1. If necessary and appropriate, police will be consulted
2. Strategies will be given to the victim to prevent further incidents
3. Empathy/Mentoring/Befriending/Supervision and monitoring will be offered to the victim
4. We will work to help and support those responsible for the bullying to understand the impact of bullying and to change their behaviour
5. In all cases there will be subsequent monitoring to ensure the bullying is not repeated
6. Assistant Headteacher sanctions appropriate to the concern will be used. These should be fair, proportionate, consistent and reasonable. They should also take account of any pupil's special educational needs.
7. If parents are concerned that the school has not been effective in preventing further bullying they should share these concerns with a member of the Senior Leadership Team or the Headteacher.
8. 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 CPOMS
- Consultation with students, parents and staff will take place where needed.
- The data will be analysed by Assistant Headteacher for Behaviour and Attitudes and Child Protection Coordinator on an annual basis or as required and inform the Head teacher, Governors and Senior Leadership Team of the findings.

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

September 2024

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Appendix One: Incident Report Form

We always recommend that incidents are reported by the student within school as soon as possible. Student can report incidents to their class teacher if in lesson; Deputy / Head of Year or the Year 7 or Year 8-11 Pastoral Manager. A witness statement will be taken from the student and the Pastoral team will investigate the concern.

Please complete the following form if your child has arrived home and shared an incident with you and not reported it. This form will ensure we have the necessary information to fully investigate the issue:

Student reporting the incident:	Form:		
Students involved:			
Witnesses:			
Date of incident		Time of incident:	
1. Where did the incident take place?			
2. What happened?			
3. Has anything happened like this before?	If no please move to question 5		
4. If this was not reported please provide details of the previous incident(s). If it was reported please give the name of the member of staff who dealt with this issue:			
5. Do you have any evidence e.g. screenshots of social media?	Please specify what evidence is available		

Thank you for your time and a member of staff will reply within 48 hours which is in line with our Home School Communication Policy June 2024.