

## ANTI BULLYING POLICY

### STATEMENT OF INTENT

We are committed to providing a caring, friendly and safe environment for all of our learners. Bullying of any kind is unacceptable at our school. We are a *TELLING* school. This means that if any learner is bullied they should be able to tell and that incidents will be dealt with promptly and effectively. It also means that *anyone* who knows that bullying is happening, the bystander or the observer is expected to tell staff.

### RATIONALE

What is Bullying?

Bullying is when a person's security has been damaged by another's physical, verbal or emotional abuse.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting, freezing out (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures, religious insults
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - All areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and call and the misuse of associated technology i.e. camera and video facilities.

### AIMS AND OBJECTIVES OF THIS POLICY

1. The school community will work together to provide an ethos which supports the reporting of incidents of bullying. The school will become a *TELLING* school where everyone in the school community is encouraged to report incidents of bullying. This will be supported by the use of the Anti Bullying Box. (Sited outside S1)
2. All learners, teaching staff, the educational support team and governors should have an understanding of what constitutes bullying behaviour and act promptly if it is reported to them.
3. All learners, carers, parents, staff and governors must understand that bullying will not be tolerated, as specified in the behaviour policy and code of conduct.
4. The learner voice will form an integral part of the development of anti-bullying initiatives in the school.
5. All learners and parents should know what the school policy is on bullying, and what they should do if bullying arises. Learners and parents should be assured that they will be supported when bullying is reported.
6. Any bullying which has safe guarding implication e.g. sexually inappropriate touching must be reported to the designated Child Protection Teacher.

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### RESPONSIBILITIES

Governing Body will support policy implementation.

All staff must record and report incidents of a bullying nature on SIMS behaviour log. Class teachers and form tutors should initially deal with the incident and then pass the information to the learner effectiveness team who will put this on the learners file. In serious incidents of bullying, members of the learner effectiveness team will investigate the incident. All such investigations must be recorded in writing.

All learners, parents and carers must report incidents of a bullying nature to a member of staff, or appropriate person e.g. a Governor. This can also be done via the Anti Bullying Box if learners wish to remain anonymous.

Parents/carers will be involved in supporting policy implementation through attendance at meetings and support for restoration. Parents will be consulted regularly about the ways in which the school deals with bullying issues.

DHT will monitor incidents of bullying and report to SLT and the Governing Body. CLTs will focus on the inputs and outcomes related to the anti-bullying initiatives and will focus on the implementation of the anti bullying policy in curriculum time i.e. Lessons. Standards & Achievement Leaders will monitor bullying incidents in their year group.

### PROCEDURES (SUPPORTED BY THE BEHAVIOUR FOR LEARNING POLICY)

1. Learners who are being bullied or observers of the bullying are encouraged to report bullying incidents to staff. This can also be done through the use of the Anti Bullying Box which is checked by Standards & Achievement Leaders on a weekly basis.
2. In all cases of bullying, the incidents will be recorded by staff and passed to the learner effectiveness team to be placed on the learner's file.
3. Class teachers and form tutors will be expected to deal with minor incidents of bullying that they witness or are made aware of ( they should refer to the Behaviour for Learning Policy ) They should set appropriate sanctions and inform parents/carers.
4. The learner effectiveness team and SAL will be responsible for investigating serious and ongoing incidents and setting appropriate sanctions. They will also be responsible for setting up support when necessary.
5. In serious cases parents of all learners concerned should be informed and will be asked to come in to a meeting to discuss the problem
6. If necessary and appropriate, police will be consulted through the Safer Schools Partnership. Parents should be informed that they can contact the police directly and that any action taken will be separate to what is done in school
7. The bullying behaviour or threats of bullying will always be investigated and every attempt made to stop the bullying quickly through reparation and restoration.
8. The bully (bullies) will be given help and support to change their behaviour. This will be coordinated by the Standards & Achievement Leader.

### Supporting the Bullied

In all cases the person being bullied should be offered support. The level of support should be determined by the needs of the bullied person. The school provides a team of trained learning mentors, peer mentors and staff from the learner effectiveness team who can support these learners. All support will be recorded and kept on the learners file. The bully will also be offered support in order to help them change their behaviour.

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### Parents /Carers

In all cases of bullying, staff will keep parents/carers fully informed. In serious cases, parents/carers of both the learner being bullied and the bully, will be informed and asked to come to a meeting at school to discuss the issue. The support of the parents/carers is vital in dealing quickly and successfully with any issues.

### SANCTIONS AND SUPPORT

After all incidents of bullying a reparative and restorative meeting will be arranged by negotiation and consultation with the learners concerned. Depending on the severity of the incident other appropriate sanctions may well be used. These will include detentions, internal exclusion and in extreme cases, exclusion from school. The bully will also be encouraged to identify a way that they can make a positive contribution in school. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

### EQUAL OPPORTUNITIES

The school is committed to providing a friendly, safe orderly and secure environment, which promotes the development of dignity and respect for all the community. It is important to understand that bullying stops those who are bullied from developing fully. All incidents of bullying must be recorded and categorised as specified in the equal opportunities policy in particular those of sexual or racist nature.

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#### **HARROW HIGH SCHOOL AND SPORTS COLLEGE**

**Policy Name;** Anti Bullying

**Policy Owner;** Jo Lang

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**Committee Resp:**