



HALL GREEN SCHOOL

ANTI-BULLYING POLICY November 2018

Adopted:	26 November 2018
Next Review:	26 November 2019
Governing Committee:	Pastoral and Curriculum Committee
Responsibility:	Mr D Adams - Headteacher Mrs J Owen - Chair of Governors

HALL GREEN SCHOOL ANTI-BULLYING POLICY

What is an Anti -Bullying policy?

Every school should have an Anti-Bullying policy in place in order to deal with bullying issues quickly and effectively; an effective anti bullying policy will help the school to monitor and eradicate bullying.

The School Standards and Framework Act 1998 require all schools to have an anti-bullying policy.

Hall Green School's Policy reflects the Equality Act 2010 regarding discrimination against any persons protected characteristics.

All staff, pupils and parent/carers should be aware of the negative effects that bullying can have on individuals and the school in general, and should work towards ensuring that pupils can work in an environment without fear.

Bullying is unacceptable in Hall Green School and will not be tolerated. The school will do whatever it can to eliminate bullying.

Why does Hall Green School need an anti-bullying policy?

Hall Green School needs an anti-bullying policy in place in order to ensure all pupils learn in a supportive, caring and safe environment.

The aim of Hall Green School is to raise the profile of bullying issues and provide staff, pupils, and parent/carers with strategies that will help prevent bullying and give guidance on how to respond to bullying incidents.

Hall Green School is committed to providing a friendly, caring, safe environment for all of its pupils. In doing so; we recognise that on occasions bullying does occur. To deal effectively with bullying issues it is important that bullying is recognised and dealt with promptly and effectively.

Who is responsible for supporting the Hall Green School anti-bullying policy?

It is the responsibility of governors, teaching staff, non-teaching staff, parents and pupils to be aware of and fully support Hall Green School's anti- bullying policy.

Aims of the Policy

- To assist in creating an ethos in which attending school is a positive experience for all members of the school community;
- To make it clear that all forms of bullying are unacceptable at Hall Green School;
- To enable everyone to feel safe while at school and encourage pupils to report incidences of bullying;
- To deal effectively with bullying;
- To support and protect targets of bullying and ensure they are listened to;
- To help and support bullies to change their attitudes as well as their behaviour and
- Understand why it needs to change;

- To liaise with parents and other appropriate members of the school community;
- To ensure all members of the school community feel responsible for combating bullying.

What is bullying?

Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying can be emotional, physical, racist, homophobic, biphobic, transphobic, verbal or cyber. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Pupils who are being bullied, may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults.

There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Bullying can take many forms including:

- **Physical** bullying which can include kicking, hitting, pushing and taking away belongings;
- **Verbal** bullying which includes name calling, mocking and making offensive comments;
- **Emotional** bullying which includes isolating an individual or spreading rumours about them;
- **Cyber-bullying** where technology is used to hurt an individual – for instance text messaging or posting messages/images on the internet or any form of social media
- **Racist** bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- **Sexual** bullying is where someone makes unwanted physical contact or makes sexually abusive comments.
- **Homophobic and biphobic** bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.
- **Transphobic** bullying occurs when bullying is motivated by a prejudice against people who identify as trans
- **Disablist** bullying occurs when bullying is motivated by a prejudice against people with any form of disability.
- **Sexist** bullying occurs when bullying is motivated by a prejudice against someone because of their gender

With the advance in new technologies, school is aware there is an increased risk of cyber bullying using e-mails, instant messenger, social networking sites, and public websites inappropriately. Therefore, our school has an ICT users' policy which all students and parents sign, along with a separate E-Safety policy.

The Education and Inspections Act 2006 gives Headteachers the power “to such an extent as is reasonable to regulate the behaviour of pupils when they are off the school site”. For example, if members of the school community are involved in cyber-bullying a fellow student or member of staff, the school will exercise this power in order to safeguard the well-being of the student or member of staff.

Some warning signs that a student is being bullied:

- Changes in academic performance;
- Appears anxious;

- Regularly feeling sick or unwell;
- Wanting to visit the nurse regularly;
- Reluctance to come to school;
- Clothes/bags torn or damaged;
- Money/possessions going missing;
- Unexplained cuts and bruises;
- Unexplained behaviour changes, e.g. moody, bad-tempered, tearful;
- Loss of appetite;
- Not sleeping;
- Loss of weight;
- Seen alone a lot;
- Not very talkative.

Some reasons why people bully

- Desire to appear powerful;
- Unhappiness;
- Feelings of inadequacy;
- Difficulties at home;
- Learned behaviour (They too have been bullied) .

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. At Hall Green School we have a responsibility to respond promptly and effectively to issues of bullying.

Advice to Students

What can you do if you are being bullied?

Remember that your silence is the bully's greatest weapon!

- Tell yourself that you do not deserve to be bullied, and that it is wrong!
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive – shout “no!” walk confidently away. Go straight to a teacher or member of staff.
- Fighting back may make things worse. If you decide to fight back, talk to a teacher or parent/guardian first.
- Generally, it is best to tell an adult you trust straight away.

If you know someone is being bullied

- Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the target feel even more unhappy and on their own.
- If you feel you cannot get involved, tell an adult immediately. Teachers have ways of dealing with people who bully without getting you into trouble.

- Do not be, or pretend to be, friends with someone who is a bully.

Who can you talk to if you have any concerns about bullying?

- Anti-Bullying Coordinator
- Welfare & Inclusion Manager
- Form Tutor
- Head of House
- Subject Teacher
- City Year Mentor
- Peer Mentor
- Head of Department
- Senior Leadership Team
- Behaviour Support Assistant
- School Nurse
- Teaching Assistant
- Office Staff.

Whole School Anti Bullying Strategies

- Regular promotion of anti-bullying in assemblies;
- Use of CCTV within the school grounds to help with the prevention of bullying;
- Staff presence in key areas before school, break, lunchtime and after school;
- Annual questionnaires to research student views on how safe they feel in school;
- Anti-bullying training for the Pastoral Leaders;
- PSHE lessons on peer on peer abuse;
- Sharp System to report any incidents of bullying;
- Support Base available for our vulnerable students during break and lunchtime.

What can we do as a staff to support the anti -bullying policy?

All staff should be alert to the possibility of bullying and confront it whenever they see it or suspect it.

- Promote a listening environment where it is easy to tell someone about bullying;
- Ensure that any incidents of bullying are recorded and dealt with promptly and effectively;
- Report any incidents of bullying (including racist, homophobic, biphobic and transphobic) immediately to the pupil's Head of House;
- The incident will be investigated by pupil's Head of House, including gathering statements;
- If the incident is deemed to be bullying or relational conflict the Head of House will then complete the relevant paperwork and pass both this and the statements to the anti-bullying co-ordinator who will then carry out anti -bullying work with both the target and the perpetrator/s and record the findings;
- A record of the incident will be logged on SIMS by the anti-bullying coordinator;
- Parents will be contacted and kept fully informed by either the pupil's Head of House or the anti-bullying coordinator;
- Form tutors and any relevant subject teachers will be informed if there is a need.

What disciplinary steps can/will be taken?

The disciplinary action taken will be decided after all evidence has been collected and reviewed by the school.

- Official warning to cease offending
- Detention
- Internal isolation
- Fixed term exclusion
- Managed move
- Permanent exclusion.

How does the school support pupils who have been bullied?

- Offer the pupil the immediate opportunity to discuss the experience with a member of staff;
- Reassure the pupil;
- Offer the pupil ongoing support;
- Help restore the pupil's self-esteem & confidence through one to one & or restorative group sessions.

How does the school support pupils who have bullied?

- Discuss with the pupil what happened;
- Establish the understanding of the wrongdoing through anti-bullying education session/s;
- Work with parents/carers to help change attitudes & behaviours;
- Offer mentoring to help develop the pupil's social skills.

Anti-bullying advice to Parents/Carers

- A great deal of bullying is CYBER-BULLYING. Please regularly monitor your child's use of texting, Facebook, Twitter and other social media sites. Access to these is out of the school's control when your child is not in school;
- TALK to your child on a regular basis, so any problem is easier to share;
- LISTEN to what they say;
- ENCOURAGE your child to feel good about themselves, realising that we are all different and equally important;
- If you believe your child is being bullied, or is a bully, contact your child's Head of House to arrange a meeting to discuss your concerns;
- If your child is a target assure them that it is not their fault and that you are going to do something to help;
- Be realistic in your expectations, as sometimes on-going problems can take time to resolve;
- We fully understand that this can be a very difficult time for you and your child; however, we need a good working relationship between home and school to ensure that the situation can be resolved;
- ALWAYS remember that children can't solve bullying on their own. They NEED the support of parents/carers and our school.

REMEMBER – IT IS NOT YOUR CHILD’S FAULT

Monitoring, evaluation and review

The school will review this policy every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.