



HALL GREEN SCHOOL

ANTI-BULLYING POLICY

Adopted:	16 November 2022
Next Review:	November 2024
Governing Committee:	Pastoral and Curriculum
Responsibility:	Headteacher Senior Leader responsible for Pastoral

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 person's 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 is defined as the repetitive, intentional harming of 1 person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful;
- Repeated, often over a period of time;
- Difficult to defend against.

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 include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding tormenting, isolating an individual or spreading rumours about them.
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence.
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based 	<p>Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality).</p> <p>Racist bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.</p> <p>Faith-based bullying occurs when bullying is motivated by religious prejudice.</p> <p>Sexist bullying occurs when bullying is motivated by a prejudice against someone because of their gender.</p> <p>Homophobic and biphobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.</p> <p>Transphobic bullying occurs when bullying is motivated by a prejudice against people who identify as trans.</p> <p>Disablist bullying occurs when bullying is motivated by a prejudice against people with any form of disability.</p>

Type of bullying continued	Definition
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching.
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing, mocking and making offensive comments.
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites.

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 pupils and parents sign, along with a separate E-Safety policy.

The Education and Inspections Act 2006 gives Headteacher's 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 pupil or member of staff, the school will exercise this power in order to safeguard the well-being of the pupil or member of staff.

Some warning signs that a pupil 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.

Bullying and safeguarding implications

Bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to their learning and have serious consequences for their mental health. Bullying which takes place at school does not only affect an individual during childhood but can have a lasting effect on their lives well into adulthood.

When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children Act 1989. Where this is the case, the school staff should discuss with the school's designated safeguarding lead and report their concerns to their local authority children's social care and work with them to take appropriate action.

Advice to Pupils

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/carer 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;
- Peer Mentor;
- Head of Department;
- Senior Leadership Team;
- Behaviour Support Assistant;
- School Nurse;
- Teaching Assistant;
- Office Staff.

Who can you contact if you want to talk to someone outside school about bullying?

Helplines

ChildLine: ChildLine is the UK's free, confidential helpline served by trained counsellors for children and young people where you can talk about anything, including bullying. They offer advice and support, by phone and online, 24 hours a day. Whenever and wherever you need them, they'll be there. Call 0800 1111 or <https://www.childline.org.uk/>. They have a designated page for bullying issues that includes a new video about building up your confidence after bullying.

Direct Gov: Information for young people on cyberbullying, bullying on social networks, Internet and email bullying, bullying on mobile phones, bullying at school, what to do about bullying, and information and advice for people who are bullying others and want to stop

EACH: EACH has a freephone Helpline for children experiencing homophobic, biphobic or transphobic bullying or harassment: 0808 1000 143. It's open Monday to Friday 10.00 am – 5.00 pm.

Victim Support: They offer support to young people affected by crime. Their Children and Young People's (CYP) Service also deals with cases of bullying; offering advice and working with professionals to ensure young people get the support they need. You can call their Supportline for free on 08 08 16 89 111.

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 pupil 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 pupils 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 or Class Charts and in My Concern 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;
- Suspensions;
- Managed move;
- Permanent exclusion.

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communications Act 1988, any person who sends an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender, is guilty of an offence if their purpose in sending it was to cause distress or anxiety to the recipient.

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, and 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

How bullying data is monitored and reported

The anti-bullying coordinator logs all incidents of bullying in SIMs, Class Charts and My Concern. It will keep a log of reports that it will be analysed every half-term. The data will include trends over time and types of bullying.



The number of incidents, including perpetrators and victims, will be reported to the governing body at the pastoral committees on a termly basis.

A report will also be produced during the autumn term from the responses to an anti-bullying questionnaire completed by pupils. The anti-bullying coordinator will also meet a panel of pupils of different year groups to gather their views on bullying. These reports are also shared with the Senior Leadership Team and the governing body in the pastoral committee.

Policy 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.

Appendix I - Hall Green School: Anti-Bullying Investigation Procedure

<p>1. Initial Investigation Phase.</p> <p>Carried out by Head of House.</p> <p>Head of House carries out investigation of the incident. Head of House collates all information/ evidence. Head of House ensures all statements are written by individuals involved in the incident, dated and signed.</p>
<p>2. Outcome of Investigation.</p> <p>Outcome of Investigation to be decided by Head of House and Pastoral Team.</p> <p>Head of House/Pastoral Team finalise outcome of Investigation including sanctions, actions and/or interventions required.</p> <p>Head of House/Pastoral Team decide if incident is Bullying/Homophobic/Racist or Relational Conflict.</p> <p style="text-align: center;">If “Yes”</p> <p style="text-align: center;"></p> <p>Head of House completes Anti-bullying cover sheet and hands all paperwork to: Mrs M Qureshi - MQU <i>(Anti-Bullying Coordinator)</i>. Discussion about further intervention required for all parties involved.</p> <p style="text-align: center;">If “No”</p> <p style="text-align: center;"></p> <p>Incident is overseen by the relevant Head of House</p>
<p>3. Initial Recording Phase</p> <p>Carried out by MQU.</p> <p>MQU records incident onto My Concern and assigns the relevant Head of House as a Team Member. All paperwork is scanned onto My Concern.</p> <p>MQU records anonymised incident onto Classcharts along with My Concern log number and any sanction/intervention under:</p> <ol style="list-style-type: none">1. Bullying Log2. Racist Incident3. Homophobic Incident4. Relational Conflict <p>MQU updates shared spreadsheet for information/ monitoring purposes for the benefit of the Pastoral Team.</p>

4. Intervention Phase

Carried out by MQU.

MQU to arrange Intervention required for all parties involved. MQU to update all logs with and Intervention including timeframe and outcomes.

5. Follow up Phase/ On – Going monitoring and parental contact.

MQU to monitor individuals involved in incidents including follow up call to parents/ carers.