

# **PEDMORE HIGH SCHOOL**



**Pedmore  
High School**  
*Aspire, Persevere, Succeed*

## **ANTI BULLYING POLICY**

**Update Jan 2020**

**Ratified by Governors**

## Policy Aims

The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at schools.

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

## What Is Bullying?

The ABA (Anti Bullying Alliance) defines bullying as:

“the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying can be physical, verbal or psychological. It can happen face to face or through cyberspace.”

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- 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 & social media misuse  
Mobile threats by text messaging & calls  
Misuse of associated technology, i.e. camera & video facilities

## Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be subject to bullying. Everybody has the right to be treated with respect. Students who are displaying bullying behaviours need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

## Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.

- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## **Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- does not want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

The School's teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

## **Statutory duty of schools**

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents and students.

## **Staff Responsibilities**

- To implement procedures to confront bullying in any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action or to refer to Tutor/Head of Year/SLT as appropriate
- To record in the appropriate students' files and in the racist/homophobia record if appropriate
- To share with parents of the victim and bully, incidents of persistent and/or serious bullying
- To implement appropriate procedures for a member of staff – see LA/union guidance
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within the school and relevant outside agencies when appropriate
- To model the values, we believe in
- To promote the use of interventions which are least intrusive and most effective

## **Curriculum**

During PSHE work in tutor time, students are taught to be assertive, considerate and confident. Work is also done to raise awareness of bullying issues.

It may be appropriate to deliberately do some extra or specific work for identified groups in response to incidents at times.

School assemblies will provide education and updates including support of anti-bullying weeks.

## **Implementation**

### *Schools*

The following steps may be taken when dealing with incidents:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached;

A clear account of the incident will be recorded and given to the Head of Year;

The Head of Year will interview all concerned and will record the incident;

Form tutors will be kept informed and if it persists the form tutor will advise the appropriate subject teachers;

Parents will be kept informed;

Punitive measures will be used as appropriate and in consultation with all parties concerned.

The use of restorative work will be completed with both victim and offender. This will be done via our Inclusion Centre.

### *Students*

Students who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice;
- reassuring the student;
- offering continuous support;
- restoring self-esteem and confidence.

Students who have bullied will be helped by:

- discussing what happened;
- discovering why the student became involved;
- establishing the wrong doing and need to change;
- informing parents or guardians to help change the attitude of the student.

Responses will vary depending on the nature of the incident, but may include:

#### For the children/young people who have been bullied

- Counselling (in house)
- Guidance monitoring (Head of Year / Form Tutor)
- Peer mentoring
- Restorative justice (mentor/agency)

#### For the Person Bullying

- Fixed term exclusion
- Permanent exclusion
- Official warnings to cease offending
- Detention
- Exclusion from certain areas of school premises
- Formal recording with Local Authority (racism, homophobia)
- Report card systems (see Behaviour Policy)
- Involvement of external agencies
- Monitoring by Head of Year
- Use of Behaviour Agreement Contract
- Liaison with parents/guardians
- Internal exclusion

Sanctions/support will be used as necessary. The seriousness of the incident/whether bullying is persistent or an isolated occurrence will have impact on which stage of the Behaviour Policy is applied to the perpetrator.

## **Monitoring and Evaluation**

A member of SLT will monitor the number, type and results of incident, in liaison with Heads of Year, and can be consulted for advice. He/she will engage the school in any Local Authority anti bullying initiatives and will evaluate the school's response to bullying.

## **Policy Development and Review**

This policy document was produced in consultation with the school community, school staff, Governors, LA representatives, school community nurse and local Healthy School Standards representative.

This document is freely available to the entire school community. It has also been made available on the school web site.