

# **Highbury Grove School Anti-Bullying Policy**

The policy was adopted by the governing body of Highbury Grove School on 5 July 2016

Review date: Summer 2017

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## **Context**

Bullying is an aspect of school life that impacts on a student's social, emotional, psychological and educational development. In recent years there has been an increasing awareness and understanding about issues relating to bullying and promoting an anti-bullying ethos within the school environment. Bullying, unfortunately, occurs in all schools and it impacts negatively on both students and staff.

Highbury Grove is a Stonewall Champion School and bullying is not acceptable under any circumstances and Highbury Grove believe it is best prevented through the development of a school ethos based on mutual respect, fairness and equality irrespective of race, religion, culture, gender, sexual orientation and disability.

## **Purpose**

The purpose of this policy is to enable all staff to deal efficiently and effectively with incidents of bullying in order that all students are able to take full advantage of their learning opportunities. The purpose of the policy is also to enable students to better access support related to incidents of bullying and to understand the school's ethos concerning appropriate and inappropriate behaviour, non-discrimination and equality for all. Parents should also be aware of the policy as it will enable a whole-school approach to implementation of the policy.

## **Principles**

- All students have an absolute right to be educated in a safe and secure environment and be protected from others who may wish to harm, degrade or abuse them.
- There is no justification whatsoever for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, gender, sexual orientation and disability are absolutely repudiated as reasons for bullying.
- Bullying behaviour is a problem for the bully, the victim, family and the entire school community and should be addressed in positive and constructive ways which provide opportunities for growth and development for the victim and the bully alike.
- Effective management of bullying is a shared responsibility and should involve staff, parents/carers and other professionals and involve students who are the victims or perpetrators of bullying behaviour as well as the bystanders.
- Time and resources need to be invested in the prevention and management of bullying and staff require advice, training and support to manage incidents of bullying with confidence. Students and parents/carers also require specialist training, lessons, workshops and assemblies to ensure that they too

understand the nature of bullying, how to access support and strategies to prevent the escalation of bullying.

- Information about the school policy should be widely available for students and their parents/carers.

### **Aims**

1. To fulfil the school's statutory responsibility to respect the rights of children and to safeguard and promote their welfare.
2. To eliminate all forms of bullying and promote a school ethos in which every student is safe and able to learn in a secure environment.
3. To ensure parents and carers are aware that the school takes their children's welfare seriously and that they are being educated in a safe and secure environment.
4. That all staff read and follow the school's anti-bullying policy consistently, seeking advice where necessary.
5. We are a Stonewall Champion School and have two Student Heads of Equality. The Heads of Equality lead our Student Equalities Ambassadors to ensure key messages are delivered
6. To promote and celebrate anti-bullying culture through whole school events, such as National Anti-bullying week, International Women's Day, Safer Internet Day and Black History Month (October). We also have a Student Equalities Forum which discusses issues every Friday called Paperclip including LGBT rights.

### **Objectives**

1. To clarify the school's responsibility for responding to incidents of bullying and to inform all staff and students.
2. To raise awareness among staff and students about the issue of bullying and the school's attitude through staff training, assemblies, tutorials the Student Council, Paperclip and The Student Leadership Structure
3. To develop and implement an anti-bullying action plan which is underpinned by a consistent whole school approach.
4. To address bullying behaviour in a fair, firm, non-oppressive manner, and to provide victims and bullies with the appropriate support.
5. To accurately record all incidents of bullying and to monitor the effectiveness of strategies employed.
6. To provide training for staff and students to enable them to challenge, deal with and support both victims and bullies.
7. To make parents/carers aware of the school's anti-bullying policy as well as keeping them informed when incidents of bullying have been reported and are being investigated.
8. To provide opportunities to engage parents on anti-bullying issues and good practice development.

## **Definition of Bullying**

Bullying is when someone deliberately hurts another or makes them feel unhappy. Bullying behaviour will be repeated and be difficult to defend against. Bullying may be racist, sexist, biphobic, homophobic or transphobic. People can be bullied for any reason; because of the way they look, because of their religion, their age, because of a learning or physical disability, where they live, their family, their social class or how well they are doing at school.

Highbury Grove has a zero tolerance stance on all forms of bullying and will take action in relation to any incidents which involve such bully as racist, religious intolerance (eg Islamophobia), sexist, disablist, homophobic, biphobic or transphobic.

Bullying behaviour may be direct or indirect.

Direct forms of bullying include:

- physical violence or threats
- verbal assault and taunts
- name calling
- the destruction of property
- extortion of money or property
- unwanted sexual interest or contact
- racist abuse
- sexist abuse
- homophobia
- biphobia
- transphobia
- intimidation
- religious intolerance
- disability intolerance

Indirect forms of bullying include:

- ignoring and the withdrawal of friendship
- excluding
- malicious gossip and spreading rumour,
- abusive or oppressive graffiti
- cyber bullying (eg malicious email, text messaging or posts on social media sites)

See also Highbury Grove E-Safety Policy.

### **What should students do ?**

If you are being bullied you should tell your Tutor or another teacher who you can trust. It is very important that everyone realises that telling someone is the only way that bullying will be stopped. If you tell someone, the bully will not be allowed to get back at you.

If you witness or know about another student being bullied you should do the same thing for the same reasons.

If you feel more comfortable you can talk to a Student Ambassador in KS4 or a Equality Ambassador who are will listen and then report the incident to a relevant staff member.

### **What should staff do?**

All incidents of bullying will be treated extremely seriously and properly dealt with. If bullying is reported to or witnessed by a member of staff s/he will record the details and inform the appropriate Tutor and Head of Year. All incident reports involving cases of bullying will be placed in the appropriate student files.

### **What should parents do?**

Parents should contact the school General Office if they know of or suspect that someone is being bullied or bullying someone at school. If your own child is being bullied please contact his or her Tutor as soon as possible. The school is committed to working with parents against bullying. We very much value parental support either through information or the reinforcement of the school policy at home.

### **Procedures to Follow**

1. Any incident of bullying should be reported through the agreed channels.
2. All incidents will be investigated.
3. The Tutor and the Head of Year of the student(s) involved will be informed.
4. All incidents will then be recorded on SIMS.
5. Students will provide a written account of the incident(s).
6. Students will be kept informed of the action to be taken.
7. In serious cases parents will be informed and asked to make an appointment to come to a meeting to discuss the problem.
8. If necessary and appropriate the police will be consulted.
9. If necessary, the incident will be reported to Children's Services through the Child Protection Officer.
10. An attempt will be made to help the bully (bullies) change their behaviour.
11. Bullying incidents will be monitored each term by ethnicity and gender.

## **School strategies to deal with bullying/consequences for the perpetrator**

There are a number of strategies should be followed when dealing with cases of bullying. The particular strategy chosen will depend on the circumstances and the seriousness of the particular case. The following key points are intended to provide a clear guide to the good practice that is expected of all members of staff.

- In all cases the perpetrator will be required to apologise and, if possible, the students will be reconciled.
- A referral to peer mediation where appropriate to resolve disputes between students.
- Adult mediation between the perpetrator and the victim (provided this does not increase the victim's vulnerability).
- In serious cases the perpetrator may be required to attend the school's Impact Centre or be formally excluded from the school.
- Loss of break time and/or lunch time privileges.
- Attendance at Saturday School.
- Attendance at conflict resolution sessions.
- In serious cases a period in the BS Centre or Exclusion.
- The bully may be asked to sign a behaviour contract.
- After the incident(s) has been investigated and dealt with, each case will be monitored by the HOY to ensure that repeated bullying does not take place.
- Parents will be informed.
- Counselling may be made available, if appropriate.

In all cases the victim should be consulted and informed about the action that is being taken to resolve the matter. As a general principle it is important for the victim to feel that the action taken by the school is appropriate.

## **Implementing the policy**

### **Awareness and Training**

- All new staff will be made aware of the anti-bullying policy during their induction period.
- All staff will participate in anti-bullying training as part of their induction programme.
- All present students will be reminded of the anti-bullying policy and procedures through the start of the school year induction programme as well as through an anti-bullying campaign, assemblies and PHSE lessons. New students will be informed of the policy during their induction.
- Students who are prefects and monitors will be trained to use techniques to diffuse and support situations and students.

### **Monitoring the impact of the policy**

- Annual student questionnaire to assess impact of prevention strategies, procedures and consequences.
- Termly data analysis of all referral slips relating to incidents of bullying as recorded using SIMS. Data analysed by ethnicity, gender and trends over time.
- Annual report to the Full Governing Body using statistical data.

## **Appendix 1: Aspects to include in the Anti-Bullying Action Plan**

### **Prevention strategies**

All staff involved in the education and/or supervision of students will be made aware of the issue of bullying and the need to apply the school's policy consistently when episodes of bullying are witnessed or reported. The anti-bullying policy is available to all staff and they are expected to reinforce the message to students that bullying is unacceptable and take positive action to prevent and control it.

The anti-bullying policy is explained clearly to students in assemblies and through the curriculum. The PSHE programme includes learning opportunities for students to focus on the issue of bullying.

Students will participate in an annual survey to gauge student perception of bullying issues.

Students who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance.

Students who have bullied others will be given advice and support and taught strategies to enable them to bring their unacceptable behaviour under control and to prevent further incidents.

The school recognises that there are particular times when students may be more vulnerable to bullying – lunch and break times and the beginning and end of the school day. Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents. All areas of the school are regularly patrolled and supervised during the day.

There are locations about the school in which incidents or bullying are more likely to occur and again arrangements will be made to ensure that these are properly supervised or students will be forbidden access to these areas.

Students will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated.

Parents who believe their child is the victim of bullying should share their concerns with school at the earliest opportunity and be prepared to work with school to keep their children safe. All expressions of concern will be taken seriously and investigated thoroughly.



Similarly if a parent believes that their child is bullying others, this information should be shared with school so that the problem can be addressed and a plan agreed to prevent further incidents and the bullying child helped to change their behaviour.

All of these preventative strategies operate within a school ethos founded on equality, fairness and respect for others in which individual differences are celebrated and seen as a source of enrichment.

In order to help children learn and develop appropriate responses to others, all staff at all times will treat each other (and children, parents and carers) with courtesy and respect and will model appropriate and acceptable behaviour.

### **Parental involvement**

Highbury Grove School is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs.

The school recognises the important influence which parents/carers have on their children and would wish, using the home/school agreement, to enlist their support when their child is involved in bullying – either as victim or a perpetrator.

If a student is involved in a single serious incident of bullying or there is evidence that the same student is involved repeatedly in less serious incidents (either as a victim or a perpetrator) school will inform parents and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by school staff and parents informed.

Parents should contact their son's or daughter's tutor if they know or suspect that a student is being bullied.

If parents need a community language interpreter this can be arranged.