

Policy Essential Information

Title: Anti-Bullying Policy

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Delegation: Headteacher

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Anti-Bullying Policy

Statement of intent

Pinner High School is firmly committed to ensure that students live and learn in a supportive, caring and safe environment without fear of being bullied, and that staff are free from fear of bullying by students.

Bullying is anti-social behaviour and affects everyone it is unacceptable and will not be tolerated. If bullying does occur all students should be able to report it and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell staff.

Throughout this policy the term 'parent' is used to mean as student's parent, carer or guardian.

Statutory Duties 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. Under the Education Inspections Bill 2006 the duties are extended to include preventing/responding to bullying that happens outside school, where it is reasonable to do so.

Schools also have a duty to 'safeguard and promote the welfare of students' (Education Act 2011) and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004). Government guidance advises that the policy should also address the bullying of staff by students ('Preventing and Tackling Bullying' DfE 2014).

Objective of this policy

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is and how it is dealt with at Pinner High School;
- 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, to take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

Scope of this policy and links to other policies

This policy includes:

- bullying of students by students within school
- bullying of any students outside of school, where the school is aware of it
- bullying of staff by students within or outside school

Allegations about bullying of students by staff will be dealt with under the school's Safeguarding Policy.

Clarification of Cyberspace concerns are addressed in the school's E-Safety Policy

Consultation

This policy will be further developed in consultation with students, parents, school staff and governors.

Definition of Bullying

Bullying is defined as behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

- Cyberbullying is the use of Information and Communication Technology particularly mobile phones or the internet, to upset someone else.
- Homophobic bullying is the use of prejudice against lesbian, gay or bisexual people to upset someone else.
- Racist bullying is the use of prejudice against a person's colour, ethnicity, culture, faith community, national origin or national status to upset someone else.
- Sexist bullying is the use of prejudice against male or female to upset someone else.
- Sexual bullying with a specific sexual dimension or sexual dynamic, be it physical, verbal, or non-verbal, can include comments, touching, graffiti, spreading images ('Sexting') to upset someone else.
- Transphobic bullying is the use of prejudice against people whose sense of gender or gender identity is different to typical gender 'norms'

Behaviours

Bullying can include the following behaviours:

Physical: hitting, kicking, pushing, taking or damaging belongings.

Verbal: name calling, taunting, mocking, insulting, making offensive remarks (including racist, sexist or homophobic remarks) repeated teasing, threats, sarcasm, gossiping

Indirect: spreading nasty stories about someone, excluding someone from social groups, leaving notes, failure to speak to acknowledge a person, making someone the subject of malicious rumours, inappropriate text

messaging and emailing, sending offensive or degrading images by phone of internet, producing offensive graffiti.

To a student bullying is:

- Deliberately hurtful
- Sometimes repeated
- Difficult to counteract by the victim
- Different from random acts
- Characterised by an 'imbalance of power' e.g. a more powerful person or persons intentionally hurting a less powerful person or persons

Bullying can take place anywhere on the school premises, on the journey to and from school, on residential trips and cyberspace. It can take place during out of school group activities and between families.

Bullies and Victims

A student who 'bullies' may not be a 'bad' person, but the behaviours that they exhibit are not acceptable. Nor is the effect it has upon the victim whether intended or not. This understanding is fundamental.

Some possible signs of bullying:

Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothing or schoolwork. Loss of appetite, stomach aches, headaches.

Emotional: losing interest in school, withdrawn, secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness, lack of confidence, signs of depression.

Behavioural: asking to be taken to school, wanting to go home for lunch, taking longer to get home, asking for money, using different routes to school, losing more items than usual, changes in behaviour, mood, concentration difficulties, truancy.

Reasons why students bully

Research in Dudley of KS2-3 student's shows that 92% of boys and 84% of girls indicated that they sometimes 'want to hurt someone'. This may be an indication that most children are capable of a bullying behaviour at some time in their lives.

A student may display 'bullying' behaviour if:

- they feel that they don't fit in

- they need to be seen as tough
- they think that it is okay to hurt others
- they repeat behaviour shown to them out of school, (Media and Internet, and , computer games are also influential in some student's behaviours as well as older siblings, children and other people who live in their homes.)
- they do not like themselves or are jealous of another person
- they have low self-esteem
- they are being bullied themselves
- they are used to getting their own way
- they are taking out their anger, frustration or unhappiness in some way.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving and both the victim and the perpetrator need to be supported appropriately.

Signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. Parents should be aware of signs and changes of behaviour and discuss and any concerns with the form tutor in the first instance. All students will be encouraged to report bullying by:

- talking to their form tutor, or any member of staff of their choice.
- talking to a parent.
- contacting local and national support agencies for advice/support

Roles and responsibilities

Headteacher

- Build and maintain a school ethos which is welcoming, supportive and inclusive and which supports high standards of behaviour;
- Promote well-being and a safeguarding culture;
- Develop policies and ensure that they are effectively implemented;
- Celebrate and share anti-bullying work of the school and its students and highlight lead practice;
- Respond to stakeholder consultation;
- Monitor, evaluate and review the policy, utilising evidence to set priorities for action.

Senior Leaders

- Regularly monitor, evaluate and review current practices, prioritising necessary changes to policy and strategies;
- Develop and implement anti-bullying strategies and raising awareness events as part of the Behaviour Policy, involving students and parents/carers;
- Ensure that this policy covers all forms of bullying, making specific reference to bullying related to special educational needs and disabilities and cyber-bullying; and
- Regularly review arrangements for sharing information and the thresholds and triggers for multi-agency intervention;
- Make sure that preventing bullying is deeply embedded within the teaching objectives of the PSHE curriculum.

Teaching and support staff

- Teaching students the PSHRE programme in such a way as to make a substantial and positive impact on students' personal development and social skill;
- Foster a strong sense of 'community' within the school;
- Acting as lead professional on behalf of their tutees;
- Monitoring trends and patterns in behaviour of their tutees and planning and agreeing action accordingly;
- Recording and following up all issues according to school procedures in a timely fashion;
- Maintaining exceptional links with parents/carers and garnering their support for action plans and strategies;
Participating in self-evaluation and review and school development planning to address emerging issues.

All staff

All adults and volunteers working at Pinner High School are expected to:

- Contribute to building and maintain a school ethos which is welcoming, supportive and inclusive and which supports high standards of behaviour;
- Adhere to the school's anti-bullying and behaviour policies at all times keeping relevant records of incidents in line with the school's procedures;
- Model positive attitudes and relationships;
- Develop and support rich and extensive curriculum opportunities to promote equalities and to address bullying;
- Provide a consistent approach to incidents of bullying and inappropriate behaviour whatever its nature or motivation;
- Problem solve with managers, contributing to policy review and development.

Students

Students at Pinner High School will:

- Report incidents to adults in the school;
- Take responsibility for personal behaviour and actions and treat one another with respect and kindness;
- View and uphold a culture in which difference is celebrated and discrimination actively challenged;
- With the help of parents/carers and staff, create a positive climate in which learning can be outstanding for everyone;
- Respond to requests for information, opinions and suggests to help continually improve the school's anti-bullying work; and
- Actively support the school's peer support system/s.

Parents/carers

Pinner High School maintains reasonable expectations of parents/carers as outlined in the anti-bullying policy and in the home-school agreement.

We expect that parents/carers will:

- Demonstrate positive support for the school's anti-bullying and behaviour policies;
- Model appropriate behaviour at all times within the school grounds;
- Report to the school any concerns regarding students involved in bullying;
- Support work undertaken by the school to promote equalities, celebrate different and challenge discrimination;
- Respond positively to requests from the school to provide feedback on the antibullying and behaviour policy and procedures.

Responding to reports about bullying

School

The school will take the following steps when dealing with concerns about bullying: If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it.

- A clear account of the concern will be recorded and given to the head of year or senior teacher.
- The head of year/senior teacher will interview everyone involved and keep a detailed record. This will be held in line with the school's data protection policy/practice.
- Form tutors will be kept informed and if it persists the form tutor will advise the appropriate subject teachers who will monitor the situation across the school day.
- If possible, any cyberbullying will be printed out as evidence.
- Parents and other relevant adults will be kept informed at all times.

Students and staff

Students and staff who have been bullied will be supported by:

- an immediate opportunity to discuss the experience with a member of staff of their choice
- reassurance that the bullying will be addressed
- offers of continuous support (ABAs, Staff, external agencies)
- the restoration of self-esteem and confidence (e.g. assertiveness training)
- the use of specialist interventions and/or referrals to other agencies (e.g. educational psychology, CAHMS, IGNITE,) where appropriate

Students who have bullied will be helped by:

- discussing what happened
- investigating why the student became involved
- establishing the wrong doing and the need to change and supporting this change
- informing and supporting parents to help change the attitude of the student
- the use of specialist interventions and/or referrals to other agencies where appropriate

The following disciplinary steps can be taken:

- official warnings to cease offending with appropriate counselling.
- detention
- exclusion from certain areas of school premises
- fixed-term internal exclusion
- fixed-term external exclusion
- permanent exclusion

Parents

• Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure. Where a student is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone.

- Referral of the family to external support agencies will be made where appropriate.

Preventative measures

The school will:

- raise awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour.
- participate in national and local initiatives such as Anti-bullying Week.
- seek to develop links with the wider community that will support inclusive antibullying education.
- consider the use of specific strategies, for example peer mentoring, on a regular basis and implement them if appropriate, subject to available resources.

Promotion of this policy

The policy and methods for reporting bullying concerns will be promoted throughout the school, for example in information packs for new students and staff, the student safeguarding information on display in every form room and through regular awareness raising activities with existing students and their families. The policy will also be made available on the school website.

Monitoring, evaluation and review

This effectiveness of the school's behaviour, preventing bullying, student voice and equal opportunities policies are regularly monitored through the school's selfevaluation schedule.

An annual report will be made to the governing body, including statistics about:

- the number of reported concerns
- monitoring information about the students involved
- motivations for bullying
- actions taken and outcomes

The school will review the policy annually and assess its implementation and effectiveness.

APPENDIX 1

USEFUL WEBSITES

Child Exploitation and Online Protection (CEOP) Centre – www.ceop.police.uk

Childline – www.childline.org.uk

Childnet International – www.childnet.com

Get Safe Online – www.getsafeonline.org

UK Safer Internet Centre – www.saferinternet.org.uk

NSPCC – www.nspcc.org.uk

Parentline Plus – www.parentlineplus.org.uk

Samaritans – www.samaritans.org

Thinkuknow – www.thinkuknow.co.uk

UK Council for Child Internet Safety (UKCCIS) – www.education.gov.uk/ukccis

Vodafone Parents' Guide – www.vodafone.com/parents

Parent Zone – www.theparentzone.co.uk

Anti-bullying Alliance – www.anti-bullyingalliance.org.uk

Bullying UK – www.bullying.co.uk

Facebook Safety for Parents – www.facebook.com/safety/groups/parents

Insafe – www.betterinternetforkids.eu

That's not cool – www.thatsnotcool.com

The Diane Award Anti-Bullying Campaign – www.antibullyingpro.com

If your child is being bullied they might want to talk to someone in confidence:-

Childline – www.childline.org.uk

NSPCC – www.nspcc.org.uk

Samaritans – www.samaritans.org