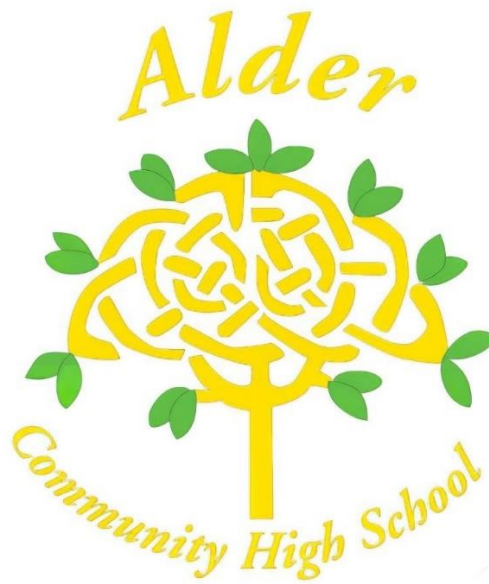


# Alder Community High School



## Anti-Bullying Policy

Author:	Helen Littlemore and Rachel Anderson Written in collaboration with our students overseen by Fariha Afrin, Head Girl & Ibrahim Hussain, Head Boy		
This policy was agreed by governing body delegation on: This policy supersedes all previous policies relating to this area.			28 <sup>th</sup> November 2023
Implemented:	December 2023	Review date:	Autumn 2024
Statutory <input type="checkbox"/> Non-statutory <input checked="" type="checkbox"/> To be published on the on school website <input checked="" type="checkbox"/>			

Revision Date	Section	Details

# Alder Community High School Anti-Bullying Policy

## 1) Why do we have this policy?

- This policy outlines what Alder Community High School will do to prevent and tackle all forms of bullying.
- The policy has been written with the involvement of the whole school community.
- Alder Community High School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

## 2) How does this policy link to others?

This policy links with several school policies, practices and action plans including:

- Culture policy
- Complaints policy
- Safeguarding and Child Protection policy
- Confidentiality policy
- E Safety policy
- Curriculum policy

## 3) Who is responsible?

It is the responsibility of:

- The Headteacher to communicate this policy to the school community and ensure that measures are applied fairly, consistently, and reasonably.
- School Governors to take a lead role in monitoring and reviewing this policy.
- All staff (including Governors, Senior Leadership, teaching and non-teaching staff) to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Students to abide by the policy.

## 4) Definition of bullying

- Bullying can be defined as *“behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”*.
- Bullying can include name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful or false rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online bullying or cyberbullying. This can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

## 5) Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types and forms of bullying, including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying related to race, religion, faith and belief and for those without faith
- Bullying related to ethnicity, nationality or culture
- Bullying related to Special Educational Needs or Disability (SEND)
- Bullying related to sexual orientation (homophobic/biphobic bullying)
- Gender based bullying, including transphobic bullying
- Bullying via technology, known as online bullying or cyberbullying
- Prejudicial bullying (against people/students with protected characteristics)

## **6) School ethos**

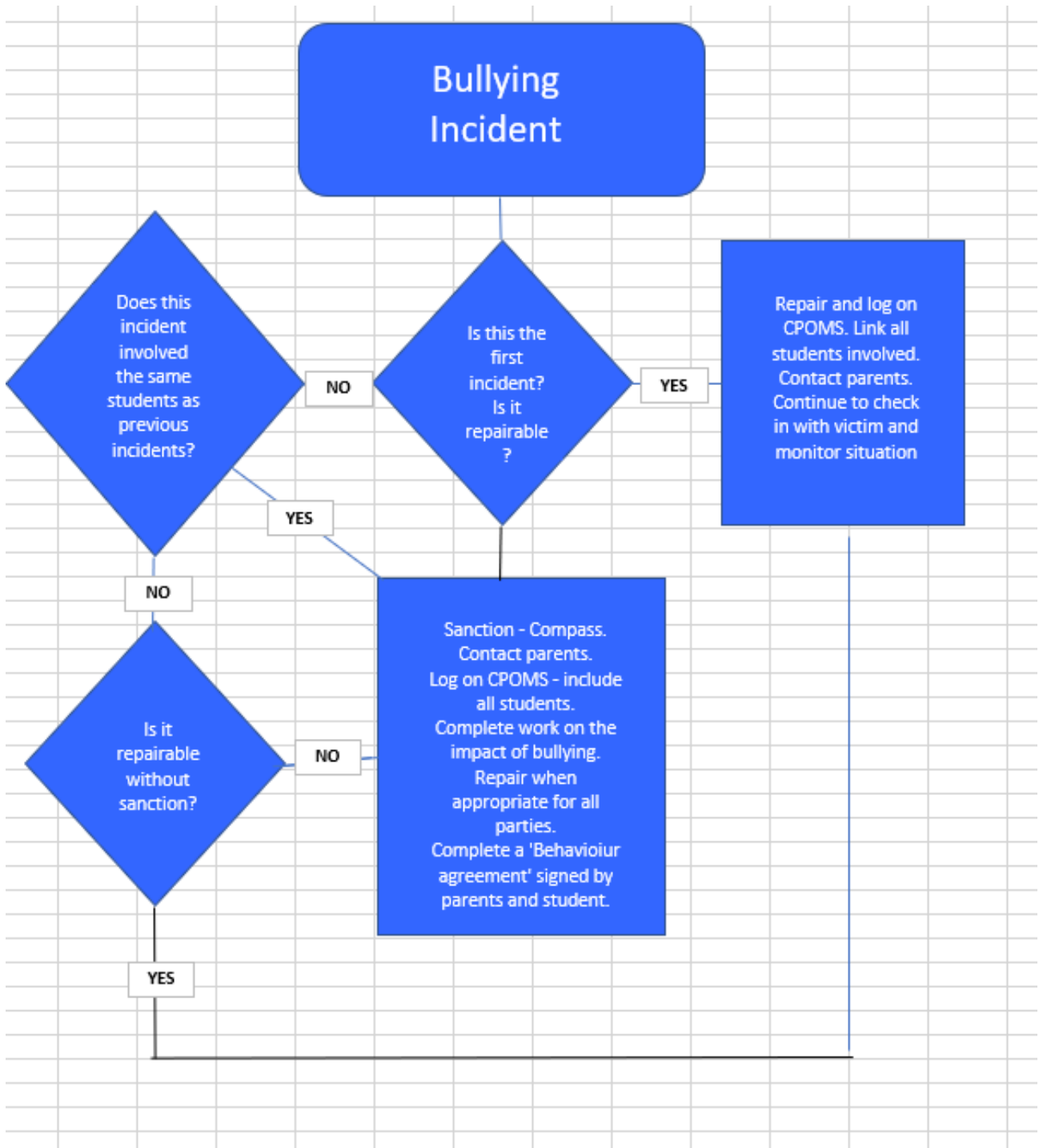
Our school community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our school can help to create a safe and disciplined environment, where students are able to learn and fulfil their potential.

We expect everyone in our school community to:

- Work with the school to uphold the anti-bullying policy.
- Recognise the potential impact of bullying on the wider family of those affected.

## 7) Responding to Bullying

Staff will follow the Anti-bullying flowchart when dealing with any reported bullying incident in school. See below:



### Cyberbullying

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
  - ✦ looking at use of the school systems
  - ✦ identifying and interviewing possible witnesses
  - ✦ Contacting the service provider and the police, if necessary
- Ensure that sanctions are applied to the person responsible for the cyberbullying. The school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.

### **Supporting students**

Students who have been bullied will be supported by:

- Reassurance and continued pastoral support
- Access to advice, on how to keep evidence records of bullying, how to respond to bullying, and how to build resilience
- Other ongoing support, which may include working with key members of staff, formal counselling, or discussions with parents/carers

Students who have perpetrated bullying will be helped by:

- Discussions about what happened, to establish the concern and the need to change
- Discussion with parents/carers to support the needed change in attitude and behaviour of the child
- Appropriate education regarding their behaviour or actions
- If online, requests that content be removed, with accounts/content reported to the service provider.
- Sanctioning, in line with the school's Behaviour policy.

### **8) Student involvement**

Staff will:

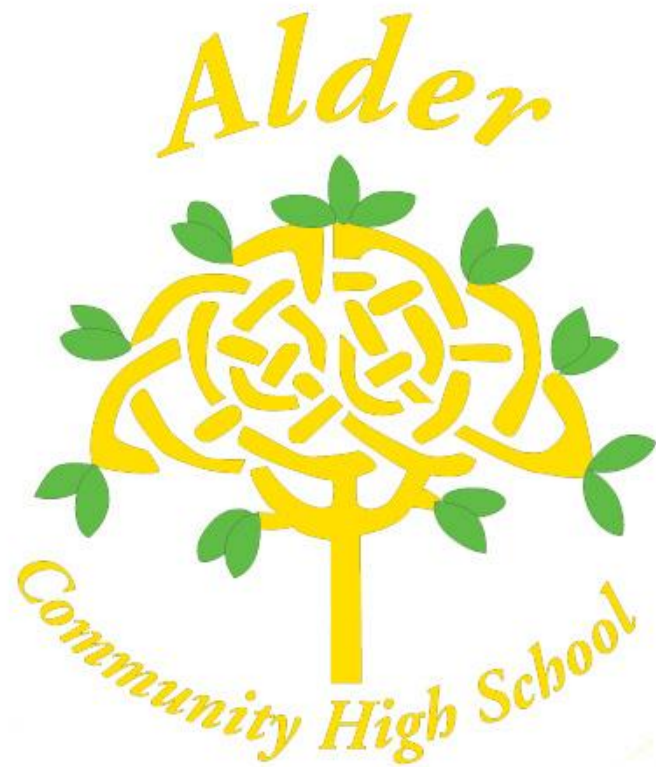
- Ensure that all students know how to express worries and anxieties about bullying
- Involve students in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying
- Ensure that all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Offer support to students who have been bullied and to those who are bullying to address the problems they have.
- Ensure students are involved in writing and reviewing the Anti-bullying policy and have a voice in how bullying is sanctioned.

## 9) How do I report an incident of bullying?

- Speak to a member of staff
- Speak to a family member
- Share with a friend
- Use our [wearealdertalk@alderchs.uk](mailto:wearealdertalk@alderchs.uk) email address

**[wearealdertalk@alderchs.uk](mailto:wearealdertalk@alderchs.uk)**

**Send a message to the email address and a member of staff will get back to you.**



**ARE YOU, OR IS SOMEONE YOU KNOW, BEING BULLIED?**

**REPORT IT!**

**#Bekind**