



LONGBENTON
HIGH SCHOOL

Anti Bullying Policy

October 2021

Rationale

The School aims to develop a mutually caring relationship among all members of the School community in order to create a secure, safe environment in which learning and personal development can be effective. The School regards bullying as the wilful, conscious desire to hurt another person and to put them under stress. Bullying is more than one aggressive act; it is persistent aggressive behaviour. Bullying will not stop without active intervention to counter it. Bullying can be behaviour by an individual or group that intentionally hurts another individual or group either physically or emotionally.

Purpose

- (1) To ensure that students follow the Behaviour for Learning standards in their relationships with others.
- (2) To ensure that students understand the nature of bullying, including what should not be classed as bullying.
- (3) To ensure that students realise that all forms of bullying, whether they be physical, verbal or cyber, are unacceptable.
- (4) To encourage the disclosure of bullying incidents.
- (5) To insist on a careful record keeping of incidents or suspected incidents.

Bullying can take many forms such as name calling, taunting, mocking, making offensive comments, kicking, hitting, pushing, taking belongings, sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours.

Incidents could fall in the following categories and **are repeated acts** of behaviour:

- any kind of behaviour that the victim is frightened to report.
- bodily contact, which is aggressive and hurtful and is given without provocation.
- persistent name-calling.
- physical assault on persons and/or their property
- persistent teasing.
- any form of extortion.
- persistent intimidation e.g. pushing and nudging.

While bullying can be directed at anyone we need to recognise that bullying may be directed towards particular groups of more vulnerable people. We should be mindful of bullying related to:

- special educational needs (SEN) and disabilities
- appearance or health conditions
- sexual orientation
- young carers or looked-after children, or otherwise linked to home circumstances
- sexist or sexual bullying
- race, religion or culture.

Cyberbullying guidelines

There are laws in place that can protect students if they are being cyberbullied. When should action be taken and what can be done to protect people? The following guidelines should apply:

If you see something inappropriate

If you ever come across anything on the internet that makes you feel uncomfortable, no matter where it is, report it.

If someone spreads rumours about you

If someone has posted false and malicious things about you on the internet or on a social networking site, it may be regarded as harassment. Harassment, on or off line, is a crime under UK laws. This can be very distressing. Anything nasty posted about you can be seen by lots of people, very quickly, because it's so public and because the bullies make sure they tell everyone where to find the abuse. Increasingly common are complaints that the spreading of malicious rumours and vicious gossip is being carried out by a person who was once your best friend. Choose your friends carefully. Be careful what you tell your friends. Keep your own secrets to yourself. Only tell people things if it wouldn't embarrass you if other people found out about it.

If you are being threatened

It's against the law in the UK to use the phone system - which includes the internet - to cause alarm or distress. It could even be against the 1997 Harassment Act. If threats are made against you then it's essential that you alert someone you trust, or call a helpline or contact the Police. If someone is threatening you on the internet, or threatening someone you know, they could be committing a criminal offence. Try to get documentary evidence if you can. By pressing the 'print screen' button, you should be able to print a hard copy of the threatening text or images. Place it in a safe place, both on and off line.

If you are being blackmailed

UK and even worldwide, helplines receive increasingly regular, disturbing, calls from adults and young people who say they have met a person over the internet, who calls themselves a friend, but who pressurises them into taking their clothes off and filming themselves. These so-called friends then post the images on-line worldwide. These strangers then blackmail their target, this could be you. In the UK this behaviour is a criminal offence – as indeed blackmail is and should be reported.

Grooming

Do not allow yourself to be intimidated into taking part in unacceptable behaviour over the internet, by someone online who you do not know. Simply do not participate in something you feel uncomfortable about. Just refuse and say no. These are not true friends. They may even threaten you saying that if you do not do exactly what they say, they will contact your family and/or friends and tell lies about you. They are unlikely to do this. This is just to frighten you into doing what they want you to do. This behaviour is a serious criminal offence called "grooming". Adults who have been found guilty of "grooming" have been sent to jail. If you, or someone you know, is being groomed online by a stranger – report it

immediately to someone you trust. Do not hesitate to call an expert or report the matter to the Police. The Police are now able to get information from your computer's hard drive but it would be helpful if you did not delete anything that might be useful evidence of the grooming.

If someone posts inappropriate pictures of you

It is easy to take a picture on a camera or mobile phone and then post it up on Facebook or on the internet. Don't let anyone take pictures of you that might embarrass you. If someone has posted an inappropriate picture of you, ask them to remove or take it down. If this is not an option then the forum used to display the image will if you contact them. If you are the one that's posting images, make sure that you have a person's permission to take a picture of them for posting online, before you proceed. Once it has been posted thousands of people can see it on the internet. Don't offend others.

Don't hurt someone you care about by uploading their picture, for others to have a laugh at. That could be considered harassment and harassment is against the law in the UK. Don't digitally alter pictures of people either because what you might think is funny, may be offensive to other people.

General guidelines

- (1) We shall ensure that students understand the nature of bullying, including what should not be classed as bullying. Bullying is not, a one off fight or argument, friends sometimes being nasty or an argument with a friend.
- (2) We recognise that sometimes children may feel bullied and we encourage them and/or their parents to report this.
- (3) We shall identify opportunities within the curriculum, such as in English, Drama, History and PSHE, to deal with issues relating to the abuse of power in a sensitive but open way.
- (4) We will ensure that there are opportunities outside of the normal curriculum to understand bullying and the negative effects it can have on both the victim and the perpetrator, such as planned events and assemblies.
- (5) We shall relate all bullying situations to the Behaviour for Learning policy.
- (6) We shall encourage all members of the School community to become aware of the incidence of bullying.
- (7) We shall work in partnership with the home in order to deal effectively with bullying.
- (8) We shall provide opportunities for peer group support and disclosure.
- (9) We shall encourage older students to take on a mentoring role with younger students.
- (10) Incidents of bullying will be dealt with as they arise. Incident reports will in all instances of bullying be passed on to the appropriate Year Leader. A bullying register will be maintained by the Assistant Headteacher (Pastoral).
- (11) In dealing with bullying, we shall encourage the bully to empathise with the feelings of the victim. We shall also involve those on the periphery of events in discussions to ensure that no further bullying takes place.
- (12) We shall ensure proper levels of supervision, through, for example, staff on duty being vigilant, and staff arriving on time for lessons
- (13) We will use CCTV cameras to identify any specific bullying related incidents when required.

- (14) We shall provide appropriate CPD training for staff.
- (15) We shall involve appropriate school partners such as the Educational Psychologist and the Public Health Nurse, where necessary.
- (16) We will promote our school values KIDMAP: Kindness, integrity, determination, manners and positivity at all times.
- (17) We will encourage all of our school community to follow either the staff or student code of conduct. We will endeavour to promote positive role models and positive student/staff relationships.
- (18) Information on bullying, racist incidents and exclusions will be reported to the Staffing Sub-Committee.

Action to be taken if bullying has occurred

Bullying behaviour can be brought to the attention of staff either by the students who are affected, their friend(s), their parent(s) or other interested parties. All reports of bullying will be taken seriously. Staff will know that they must act on instances of bullying which are brought to them and must involve the Year Leader and Senior staff where necessary and if appropriate. Everyone will be listened to, and will know it is “OK” to tell, who to tell and how.

1. The student who is bullied must be offered help within the pastoral structure of the school. Each case must be dealt with discreetly and sensitively. Interviews with parties must take place.
2. The bullied student, bully or bullies should all record the events in writing.

Step by step Process

- ❖ *A blue bullying form is completed by the student or member of staff who it is reported to*
- ❖ *Action taken by the member of staff is recorded on the bullying report form - depending on the situation and the nature of the bullying, a detention, isolation or an exclusion may be given at this point*
- ❖ *Brief notes are added to the students records*
- ❖ *The bullying report form is passed onto the students Year Leader/Pastoral team as soon as possible, so that they are aware of the incident*
- ❖ *Further action/consequences will be taken by the Year Leader/Pastoral team which are recorded on the form and placed on the students records. This will usually involve contact with the parents of the perpetrator and the victim*
- ❖ **Repeat bullying offences** - *these are reported to AHT Pastoral, an interview takes place, warning given about the bully register. Contact home is made to both the victim and the perpetrator. A sanction is given this would usually be isolation or internal/fixed term exclusion depending upon the circumstances*
- ❖ **Second repeat offence** - *these are again reported to AHT Pastoral. Further consequences are given. The student and parent is invited into school for an interview regarding how to proceed. The student is entered into the bully register.*

4. Each case will be dealt with on an individual basis. Depending on the severity of the case various forms of action may be taken as outlined above. The victim will need support and strategies need to be used to rebuild the student's self-esteem.
5. The student who bullies others however may need additional intervention on reasons for bullying, aspects and consequences of this sort of anti-social behaviour. Various mechanisms in school within the school pastoral system may be available in addition to others such as school counsellors.
6. The parents of all the students involved should be contacted. Discussion of action strategies must take place hopefully with parental cooperation.
7. The pastoral team regularly review bullying incidents and follow up bullying situations that have occurred, in order to ensure that a situation has returned.
8. Governors must be kept fully informed of cases of bullying and in the more severe cases Governors may need to be involved with any disciplinary action taken e.g. exclusion.

Student guidelines

What to do if you think you are being bullied:

- Tell a teacher or any other adult in school you trust;
- Tell a parent/carer who can inform school of the situation;
- Tell them again if the bullying does not stop in school or if it continues outside school;
- Try not to show you are upset, which although difficult, will help discourage the bully; Try to appear confident; Just walk past if people call you unpleasant names; Tell yourself you don't deserve to be bullied;
- If you feel threatened walk away;
- Ensure social networking sites are only accessible to invited friends; Block individuals who upset you;
- Once school is aware of the bullying, trust us to deal with the issue and allow us the chance to tackle this.

Parent / Carer guidelines

What to do if you think your child is being bullied:

- Watch for signs – not wanting to go to school, minor illnesses, headaches, other pointers, avoiding friends, coming home with bruises or torn clothing, possessions disappearing, becoming upset after using the internet or mobile phone;
- Listen to what your child says; try to establish that the problem really is bullying and not something else;
- Learn how your child uses information and communication technology and familiarise yourself with safe practice;
- Help your child to deal with the problem by him or herself. Be tactful; Do not encourage retaliation. This rarely helps and may only make things worse for your child;
- Inform your child's Year Leader;
- Trust school to deal with the bullying and allow us the chance to tackle this.

Limits of the policy

Where bullying occurs in school and on school trips, this policy will be applied. If bullying takes place out of school but there is a school connection, the school will, if it is in our power, take action. If the bullying takes place out of school and there is no school connection, this policy cannot be invoked but the school may offer support where appropriate.

Useful websites to help

- childline.org.uk – contains tips and resources for victims
- kidpower.org.uk – practical help for young people and parents
- bullying.co.uk – help and advice for victims, parents and schools
- nspcc.org.uk – help and advice for parents and families

Conclusion

Through the promotion of Behaviour for Learning, we shall aim to deal effectively with bullying as it occurs. Our ultimate aim is a complete eradication of bullying from the School.

This Policy should be read in conjunction with other relevant policies.

- Behaviour for Learning Policy
- Child Protection and Safeguarding Policy
- E-Safety Policy
- Peer on Peer Abuse Policy

RESPONSIBILITY: Assistant Headteacher:Pastoral
REVIEWED: October 21
RATIFIED: November 21