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**ANTI-BULLYING POLICY**

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| **Senior Leadership Team Lead** | **E Dodds** |
| **Date of Adoption** | **September 2021** |
| **Review Frequency** | **Annually** |

TO BE RATIFIED BY GOVERNORS 5.10.21

**Policy Aims**

* To prevent all incidents of bullying at Waseley Hills High School,
* To encourage everyone at Waseley Hills High School to take responsibility for stopping and preventing ALL bullying,
* To offer victims of bullying comfort and support,
* To encourage and support all bullies to change their behaviour and attitudes towards others,
* To create a climate where the bully and those bullied, can meet to discuss openly the incident(s) involved and resolve conflict.

**Types of Bullying and Harassment**

Everyone has the right to be themselves and feel safe - don't give this power away to anyone or any group. Know what bullying is:

* **Verbal** - Name calling, offensive language, racist comments, the use of put downs or insults, spreading malicious rumours, belittling others.
* **Indirect** - Victimisation, stand-over tactics, threatening others, deliberate exclusion from activities, the setting up of humiliating experiences, offensive notes or material, graffiti, and so on.
* **Physical** - Fighting, pushing, spitting, invasion of personal space, gestures, forcing people against their will. Inappropriate touching, invasion of personal space, destroying or damaging other people's possessions.

**Parents/Carers can expect:**

* to be informed if their child is being bullied if we think it is appropriate,
* to be informed if their child is involved in bullying of other pupils,
* the school to take appropriate action when incidents of bullying are seen or reported.

**Parents/Carers may:**

* be asked to come into school to discuss incidents of bullying
* be asked to be involved in any monitoring procedures set up by the Head of Year
* be asked to complete questionnaires to analyse the success of the bullying policy

**Pupils can expect:**

* to feel safe from persistent bullying during their time at Waseley Hills High School
* to be listened to by all teachers if they report incidents of bullying
* to receive information and advice during Tutor Time, Anti-Bullying Ambassadors, PSHE sessions and at other times
* appropriate action will be taken against those responsible for incidents of bullying

**Staff are expected to:**

* actively discourage all forms of bullying
* develop high quality resources on bullying for use in curriculum lessons
* treat information provided on any incident of bullying seriously and sympathetically
* initially adopt a problem solving approach when incidents are reported
* take appropriate action and/or provide information on incidents of bullying to their Head of Year
* try to facilitate meetings between the 'victim' and the 'bully' if appropriate
* report incidents through the appropriate channels

**Policy Implementation**

**Raising awareness through the School**

* Work on equal opportunities, racism, homophobia, appropriate use of online social media and disability awareness is included in the curriculum for KS3 and KS4
* Value systems and attitudes are explored across the curriculum, including cultural aspects, prejudice and tolerance
* Appropriate skills and strategies are taught to all students in every year group, including skills for helping each other to deal with bullying when it occurs, such as assertiveness, cooperative group work, listening, self-awareness and conflict resolution and anything specific to cyber bullying
* Assembly time is used to support the curriculum through weekly themes plus resources for Tutor Time reflections and discussions as part of PSHE
* The anti-bullying message is promoted through publicity and displays around the school
* Pupils will be educated about cyber bullying through a variety of means:
* Assemblies
* Anti-bullying Week
* Tutor Activities
* School/Year Group Council – The Diana Award (anti-bullying ambassadors)
* PSHCE
* Pupils will be made aware of the unacceptable “excuses” of bullying, including bullying because of race, sexuality or disability
* Anti-Bullying Ambassadors will be vigilant during social times regarding situations that may involve bullying and raise the profile of the importance of respecting others

**Preventing bullying**

* Duty rotas are revised on a regular basis to ensure that vulnerable areas of the school site are properly supervised and at the appropriate times
* Anti-Bullying Ambassadors and The Student Support Centre staff are available to talk to students alongside “I Wish My Teacher Knew” email account is setup where pupils can speak about or discreetly highlight concerns they are experiencing so that issues can be dealt with promptly and sensitively
* Staff will maintain appropriate supervision and arrive at class on time, meeting and greeting every pupil
* Staff will be role models of appropriate behaviour and themselves avoid all forms of bullying behaviour against pupils or other staff members and parents
* Respond proactively in all classroom situations that promote the chance to bully, harass or cause hurt and embarrassment to pupils
* Be observant for signs of suspected bullying and report immediately via Head of Year and Student Support Centre
* All staff will be helped to keep up to date with the technologies that children are using

**Dealing with reports of bullying (including Cyber Bullying)**

Always “accept” any report of bullying and act on it; staff members making an initial response to a report of bullying need to:

* Meet with both parties separately and record the essential details including written statements by those involved and independent witnesses (The Head of Year and Student Support Centre staff will use schools statements paperwork to ensure the incident is thoroughly investigated; a record of this will be placed on the pupil file)
* Make an immediate response to each party to reassure the complainant, to ensure his/her safety and to curb and prevent further bullying by the alleged bully
* Fully brief the form tutors and, in conjunction with them and the Head of Year to devise and implement the appropriate response or strategy. It is vital that other reported incidents concerning either the victim or the bully are taken into consideration
* In serious cases, an immediate response may include counselling/ mediation as a first response, and may require the isolation/exclusion of the offending pupil
* Restorative work and support must also be offered to both victim and perpetrator in a bid to prevent further incidents
* Where appropriate, when incidents of bullying occur, parents of both the complainant and bully are to be notified by the Head of Year. In such cases, records of incidents must be placed in pupil files
* Staff need to recognise when a strategy is not working; there must be a follow up system developed with a strategy to establish whether or not the bullying has stopped. In such cases, different strategies will be immediately devised
* Bullying is deemed by the school to be a serious breach of expected behaviour. Consequences will be applied, depending on the incident, as outlined in the School Behaviour Policy. If a person found to have been bullying fails to modify his/her behaviour appropriately, more serious consequences will be applied.

**Waseley Hills High School Anti-Bullying Pupil Guidance**

**What you can do**

Bullying, including cyber bullying, is never a joke. It's no shame to name when you're in pain. You always have choices when you are being bullied.

**When the bullying or harassment occurs:**

* Look for support from those nearby
* Be firm and clear - be confident. Tell them to stop.
* Get away from the source of the bullying as quickly as possible (this may mean switching off devices).

**After the harassment has occurred seek advice:**

* Don't blame yourself for what has happened
* Talk to a friend, a teacher, another adult or someone you trust
* Keep speaking until someone listens

**When talking to an adult about harassment be clear about:**

* What has happened to you?
* How often it has happened?
* Who was involved?
* Where it happened
* How you felt about what happened

**What others can do**

There is no such thing as an innocent bystander.

**Observers/bystanders should:**

* Not join in
* Let the bully know his/her actions are wrong
* Support the bullied pupil
* Report the matter to a staff member or adult with whom they feel comfortable

**Waseley Hills High School Code of Conduct**

Within the Waseley Hills High School community everyone is expected to act with courtesy, co-operation and respect at all times.

Remember to:

* **Respect yourself**
* **Respect others**
* **Respect your environment**

The following rules apply to students and Staff:

**Respect yourself:**

* Dress smartly and appropriately
* Bring the correct equipment to allow you to work
* Be on time for everything and ready to work
* Complete all your work in class and at home to the best of your ability
* Behave as you would want others to behave towards you
* Do not bring any illegal, offensive, dangerous or forbidden items into school

**Respect others:**

* Be considerate to others
* Be polite and courteous
* Allow others to learn
* Do not make other people’s lives more difficult
* Never verbally or physically abuse someone else
* Play an active and positive part in all aspects of school life

**Respect your environment:**

* Put litter and waste in the bins provided
* Do not smoke
* Do not graffiti anything in the community
* Use all areas of this community for the purpose they are intended
* Do not enter or use areas that are out of bounds for students
* Remember there are people around you who may be younger and smaller than you and move considerately around the school

