



Anti Bullying Policy

Hylands School

Working with the Kemnal Academies Trust

	Date	Review frequency/comments
This issue	22 nd February 2017	Annually reviewed Policy updated and made more comprehensive.
Reviewed By	C Ryder	
Ratified by Governing Body		
Next review date	February 2018	

Anti Bullying Policy

Hylands School believes that every member of the school community has a right to an education free from intimidation and fear. Failure to act gives a silent but powerful message that bullying is appropriate and acceptable.

Hylands School therefore aims:

- To foster an atmosphere of mutual tolerance and understanding within the school.
- To develop an open culture where students are encouraged to speak about what they perceive as bullying.
- To develop an ethos within the school which makes it clear that bullying is unacceptable, will be challenged and dealt with.
- To develop school procedures and systems to prevent, detect, record and deal with bullying.
- To support those students who have been bullied.
- To seek to modify the attitudes and behaviour of those who bully.
- To raise awareness of all students, staff and parents with the issue of bullying and reduce tolerance and acceptance of it.

Silence and secrecy nurture bullying. Our ethos will encourage the views that speaking out about bullying is acceptable and admitting that one has been bullied is not weakness. Every student will know that they can approach a member of staff and that what they say will be taken seriously. Confidentiality cannot always be promised as students and staff must pass on matters that may have a Child Safeguarding concern.

Scope of this policy and links to other policies

This policy includes:

- Bullying of pupils by pupils within school
- Bullying of and/or by pupils outside of school, where the school is aware of it
- Bullying of staff by pupils within or outside school

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

This policy has links to the following school policies and procedures:

- Equality and diversity policy
- Behaviour policy
- Acceptable use policy (internet safety)
- Safeguarding and Child Protection policy

- Complaints procedures
- SEN Policy and practice

Definition

Bullying is physical, mental or emotional; intimidation of any person by another person or group which causes anxiety or damage to the victim. Bullying can be characterised by its persistent nature, however in some circumstances, one-off attacks can have a continuing harmful effect on the victim. Not all name-calling or aggression is bullying. It can only be termed bullying when it involves a power differential, rather than an exchange between equals. Direct bullying is from one individual to a victim. Indirect bullying occurs from a wider peer group to an individual and can be more subtle in its nature.

What does bullying look like, feel like, sound like?

Bullying is any behaviour by an individual or group that:

- Is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it
- Happens more than once – there will be a pattern of behaviour, not just a ‘one-off’ incident
- Involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves. It can be:
 - Physical, e.g. kicking, hitting, taking and damaging belongings
 - Verbal, e.g. name calling, taunting, threats, offensive/personal remarks
 - Relational, e.g. spreading nasty stories, gossiping, excluding from social groups
 - Cyber, e.g. e-mails, picture/video clip bullying, Instant Messaging (IM)
 - Indirect, e.g. graffiti, defacing of property, display of pornographic, class, disability, homophobic, racist or sexist material.

Who bullies?

Anyone has the capacity to bully. There are no completely reliable predisposition diagnoses. However, those who perceive themselves as low status within a community, institution or group may use bullying in an attempt to artificially boost their status. Self-esteem is therefore a key factor in whether someone bullies or not. This puts equal opportunities and inclusion at the centre of all anti-bullying work in schools.

Who is bullied?

Anyone can be bullied – young person, parent/carer/guardian, staff member or volunteer. People who suffer bullying are often perceived by others to be different. Sometimes the perceived difference is individual to that person – shyness, physical appearance, clothing and possessions, accent, perceived inappropriate behaviour. Frequently the perceived difference comes from assigning an individual to a group. Such bullying would then be designated as class, disability, homophobic, racist, religious or sexist. People can be assigned or be a member of more than one group.

Identifying and reporting concern about bullying

All concerns about bullying will be taken seriously and investigated thoroughly. Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absence or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. All school staff will be vigilant for the signs of bullying and act promptly and firmly against it in accordance with this policy.

Pupils who are bullying others also need support to help them understand and change their behaviour. Pupils who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All pupils will be encouraged to report bullying by talking to a member of staff of their choice.

A member of staff, who believes that he or she is being bullied or harassed, will be encouraged to report it to a colleague of their choice.

Parents will be encouraged to report concerns about bullying and to support the school in tackling it. Trying to resolve bullying directly with the bully or their families can lead to problems escalating.

Responding to reports about Bullying

The school will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with by an appropriate member of staff
- A clear account of the concern will be recorded and reported to a member of the pastoral team

- The investigating member of staff will interview everyone involved and keep a detailed record. This will be held in line with the school's data protection policy/practice.
- Tutors will be kept informed and if it persists the tutor will advise the appropriate subject staff.
- Parents and other relevant adults will be kept informed.
- Where bullying occurs outside school, any other relevant schools or agencies will be informed and advice/support obtained.
- Punitive measures will be used as appropriate and in consultation
- School currently adopts a practice of Restorative practice. Peer mentors are trained alongside relevant staff and may be used to support students involved in bullying

Pupils & Staff Staff who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Providing reassurance that the bullying will be addressed
- Restoring self-esteem and confidence
- The use of specialist interventions and/or referrals to other agencies e.g. educational psychology, where appropriate
- Help and advice on how to remove online material

Pupils who have perpetrated the bullying will be supported by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents to help change the attitude of the pupil
- The use of special interventions and/or referrals to other agencies where appropriate
- Peer Mentors

The following disciplinary steps may be taken:

- Official warnings to cease offending
- Detention
- Exclusion from certain areas of the school premises
- Confiscation of mobile phones, in line with our Acceptable use (internet safety) policy
- Isolation
- Internal Exclusion
- Fixed term exclusion

- Permanent exclusion
- Group or 1 to 1 work to explain the negative effects of bullying to the perpetrators and their cohort.

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 consult members of the Senior Leadership Team
- Where a pupils is involved in bullying others outside school, i.e. in the street or through the use of 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, tutorial time, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour.
- Give care and support to create and maintain a safe learning environment where all pupils feel safe, secure and valued and know they will be listened to and taken seriously in line with the school ethos.
- Participate in local and national initiatives such as Anti-bullying Week
- Seek to develop links with the wider community that will support inclusive, anti-bullying education
- Consider the use of specific strategies, e.g peer mentoring on a more regular basis (These are subject to availability)
- Refer to the LA guidelines on 'Bullying in the Workplace' where an adult in the community believes that he/she is being bullied by another adult.

Promotion of this Policy

The policy and methods for reporting bullying concerns will be promoted throughout the school, through regular awareness raising activities with existing pupils and parents. The Anti-bullying focus group will promote their awareness in assemblies with peer mentors who will support these efforts. Pupil surveys will be carried out in each year group.

Monitoring, evaluation and review

A senior member of this school staff will be identified to lead on the implementation of the policy and act as the link person with the LA and outside agencies.

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

- The number of reported concerns
- Monitoring information about the pupils involved
- Motivations for bullying
- Actions taken and outcomes

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