



HODGE HILL GIRLS' SCHOOL

ANTI-BULLYING POLICY

Updated November 2017

Approved by Governors on:

20th November 2017

Review date: November 2019

Anti-Bullying Policy

Name of school: **Hodge Hill Girls' School**

Date of policy: **20th November 2017**

1. School Statement of Intent

This school believes that:

- Bullying is undesirable and unacceptable
- Bullying is a problem to which solutions can be found
- Seeking help and openness are regarded as signs of strength not weakness
- All members of the school community will be listened to and taken seriously

- All of us have a responsibility to ensure that we do not abuse or bully others
- Young people should talk to an adult if they are worried about bullying and have right to expect that their concerns will be listened to and treated seriously
- Young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse

2. Definition of Bullying

Bullying can be defined in a number of ways. We follow DfES guidance which defines bullying as:

“Bullying is deliberately hurtful behaviour repeated often over a period of time or on isolated occasions, where somebody deliberately intimidates or harasses another”.

Bullying has been described by pupils as:

- Name calling, teasing
- Physical abuse eg hitting, pushing, pinching or kicking
- Having personal possessions taken eg bag or mobile phone
- Receiving abusive messages/images via social media
- Being forced to hand over money
- Being forced to do things they don't want to do
- Being ignored or left out
- Being attacked in any way due to religion, gender, sexuality, disability, appearance or racial or ethnic origin

3. Aims of the Policy

- To assist in creating an ethos in which attending school is a positive experience for all members of the school community
- To make it clear that all forms of bullying are unacceptable at school
- To enable everyone to feel safe while at school and encourage pupils to report incidences of bullying
- To deal effectively with bullying

- To support and protect victims of bullying and ensure they are listened to
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change
- To liaise with parents and other appropriate members of the school community
- To ensure all members of the school community feel responsible for combating bullying

4. Objectives

- To ensure that the policy is available on the school website
- To maintain and develop effective listening systems for pupils and staff within the school
- To involve all staff in dealing with incidents of bullying effectively and promptly
- To equip all staff with the skills necessary to deal with bullying
- To involve the wider school community (eg midday supervisors) in dealing effectively with, and if necessary referring, bullying incidents
- To communicate with parents and the wider school community effectively on the subject of bullying
- To acknowledge the key role of the class teacher/ form tutor in dealing with incidents of bullying
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information and where appropriate shared with relevant organisations

5. Specific School Targets

- To ensure all governors, parents, pupils, teaching and non-teaching staff have seen and had the opportunity to discuss the policy
- To ensure all staff are familiar with reporting incidents procedures and a summative record is kept each year
- To ensure all incidents of bullying are recorded and this is analysed each year
- To train older pupils in peer mediation strategies

6. Code of Conduct (with regard to school behaviour and relationships within the school community)

We recognise that all adults in the school are in effect role models for the Pupils. The way in which we behave towards each other and to pupils is particularly important in terms of providing positive role models. Therefore, as adults we must:

- Show respect for every pupil and other colleagues within the school community as individuals be aware of vulnerable pupils.
- Criticise the behaviour rather than the pupil
- Avoid favouritism be seen to be fair
- Have high expectations of pupils
- Never give pupils ammunition to use against each other
- Actively seek to develop a praise culture within the school

Young people also have a responsibility to role model appropriate behaviour for their peers. We therefore believe that all pupils must:

Show respect for their fellow pupils and adults working within the school community support and be sensitive to others when they may be feeling vulnerable actively seek to develop a praise culture within the school actively support the school anti-bullying policy take responsibility for their own behaviour

7. Equal Opportunities

Every member of the school community is entitled to expect equality of protection from bullying as well as protection and support from school policies and procedures designed to ensure that the school remains a safe environment in which to teach and learn.

8. Procedures and Dealing with Incidents – A Whole School Approach

a) Role of pupils in recording a bullying incident

Pupils should report any bullying to an adult in school.

b) Guidance for parents

If your child has been bullied:

- Calmly talk with your child about his/ her experiences
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened
- Reassure your child that he/ she has done the right thing to tell you about the bullying
- Explain to your child that should any further incidents occur he/she should report them to an adult in school immediately
- Discuss what has happened with the relevant Pastoral Manager
- Explain to the teacher the problems your child is experiencing

When talking with teachers about bullying:

- Try to stay calm and bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with the school and let them know if things improve as well as if problems continue

If you are not satisfied:

- Check with the school anti-bullying policy to see if agreed procedures are being followed
- Discuss your concerns with the Pastoral Manager for your child and if you still have concerns follow the school policy to report concerns

If your child is bullying others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/ she can join in with other children without bullying.
- Make an appointment to see your child's teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others

- Regularly check with your child how things are going at school
- Give your child lots of praise and encouragement when he/ she is co-operative or kind to other people

If your child is experiencing any form of electronic bullying:

- Ensure your child is careful whom they give their mobile phone number and email address to
- Block the person sending the messages and report the incident to the relevant social media provider
- Where deemed necessary report incidents to the police

c) Role of staff

Any bullying should be recorded on the school behaviour log. This can then be investigated.

d) Sanctions

The Professional Learning Standards Policy lays out procedures to deal with negative behaviour and possible consequences. In the event of all other avenues being exhausted, or in particularly serious cases this may lead to exclusion.

9. Strategies to Reduce Bullying

The school will adopt a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and bullies. Including:

- Co-operative group work
- Circle of Friends
- The support group approach/No Blame Approach
- Older Pupil mediation
- Midday supervisor training
- Counselling
- Buddy systems
- PSHE programmes
- Self-esteem workshops
- Assemblies
- Educational drama productions

10. Confidentiality

School staff cannot promise absolute confidentiality if approached by a pupil for help. Staff must make this clear to pupils. Child protection procedures must be followed when any disclosures are made.

It is very rare for a pupil to request absolute confidentiality. If they do, in situations other than those involving child protection issues, staff must make a careful judgement whether or not a third party needs to be informed. This judgement will be based upon:

- The seriousness of the situation and the degree of harm that the pupil may be experiencing
- The pupil's age, maturity and competence to make their own decisions

Where it is clear that a pupil would benefit from the involvement of a third party, staff should seek consent of the pupil to do so. If appropriate, staff might inform the third party together with the pupil. Unless clearly inappropriate, pupils will always be encouraged to talk to their parent/ guardian.

An underlying principle in supporting pupils in our school is that all children are listened to sensitively and objectively and all incidences of bullying will be taken seriously

Although the school cannot guarantee confidentiality pupils will be informed of national and local helplines, if appropriate, where confidentiality can be maintained.

11. Support for Pupils who Experience Bullying

If you are being bullied:

- Tell an adult or somebody you trust what has happened straight away
- Get away from the situation as quickly as possible
- Try to stay calm and look as confident as you can
- Be firm and clear – look them in the eye and if possible tell them to stop and tell them how you feel

After you have been bullied:

- Tell a teacher or another adult you trust within school.
- Tell your family.
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you.
- Keep on speaking until someone listens and does something to stop the bullying. Don't blame yourself for what has happened

When you are talking to an adult about bullying be clear about:

- What has happened to you
- How often it has happened
- Who was involved
- Who saw what was happening
- Where it happened
- What you have done about it already

If you experience bullying by mobile phone text messages or e-mail tell a friend, parent or teacher.

Be careful who you give your mobile phone number or e-mail address to and be a responsible user of digital technology. Make a note of exactly when a threatening message was sent and if possible keep screenshots. You may wish to report incidents to the police. You should block any contact with the person sending you messages and report this to the social media platform.

12. Monitoring Arrangements

This policy will be evaluated and updated where necessary annually by the whole school. The views of pupils and staff will be used to make changes and improvements to the policy on an ongoing basis.

13. Dissemination of the Policy

The policy will be displayed on the school website.

14. Policy Review and Development Plan

This policy will be reviewed on an annual basis.