

Anti Bullying Policy & Procedures

1. INTRODUCTION

Lealands High School policies are designed to support the school ethos, aims and vision. Lealands is a positive learning community which is fully inclusive to ensure equality of opportunity for all.

Our aims are outlined in our Home School Agreement. We want all members of the school community to:

- Enjoy learning
- Be enquiring
- Achieve the best
- Feel safe and secure
- Be happy
- Be well cared for and supported
- Be challenged and make good progress
- Be prepared for a bright future
- Make a valued contribution
- Enjoy a well ordered and stimulating learning environment

Our vision is to be:

“A centre of excellence, nurturing all learners, whatever their needs or interests, instilling high expectations for all and preparing young people for life and a bright future.”

All staff are required to uphold the ethos and aims of the school through the application of this and all school policies agreed by governors.

2. RATIONALE

2.1 A definition of Bullying:

“A deliberate, persistent act or actions, physical or mental, intended to hurt, threaten, frighten, humiliate or intimidate an individual or group of people.”

2.2 Bullying can be:

Emotional:	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures);
Physical:	pushing, kicking, hitting, punching or any use of violence;
Racist:	racial taunts, graffiti, gestures;
Sexual:	unwanted physical contact or sexually abusive comments;
Homophobic:	because of or focussing on the issue of sexuality;
Verbal:	name-calling, sarcasm, spreading rumours, teasing;
Cyber:	all areas of internet, such as email & internet chat room misuse; mobile threats by text messaging & calls; misuse of associated technology, i.e. camera & video facilities.

2.3 Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

- 2.3.1 This policy outlines the underlying principles, aims, nature, organisation and management of student behaviour at Lealands High School. It is a working document designed to enhance the development of positive relationships between students, adults working in the school, parents and other members of the wider school community.
- 2.3.2 All Governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- 2.3.3 All Governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- 2.3.4 All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- 2.3.5 As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- 2.3.6 Bullying will not be tolerated.

3. BROAD GOALS

- 3.1 We believe that students and adults should feel that they belong to a community where they feel safe, secure and valued.
- 3.2 This policy aims to:
 - 3.2.1 provide the basis for the procedures in relation to any form of bullying;
 - 3.2.2 encourage students to report bullying where it is suspected or experienced;
 - 3.2.3 promote positive relationships;
 - 3.2.4 define the expectations in relation to bullying, that we have of each member of the school community;
 - 3.2.5 provide guidance upon the implementation of a consistent approach to bullying;
 - 3.2.6 provide guidance and support for staff when dealing with bullying;
 - 3.2.7 promote early intervention to bullying;
 - 3.2.8 provide a safe environment free from violence, bullying and any form of harassment;
 - 3.2.9 ensure that the school's expectations and strategies are widely known and understood;
 - 3.2.10 encourage a positive relationship with parents and carers to develop a shared approach which involves them in the implementation of the school's policy and associated procedures (see end of document).

4. PUPIL IMPACT & OTHER OUTCOMES

- 4.1 The ethos at Lealands High School is one of respect and this ethos is detailed in the Student Code of Conduct which is displayed in all classrooms around the school. The ethos is a positive one which emphasises the benefits for the whole school offered by shared values and responsibilities and an appropriate standard of behaviour.
- 4.2 The adults encountered by our students at school have an important responsibility to model high standards of behaviour, both in their dealings with the students and with each other, as their example has an important influence on students.
- 4.3 As adults we aim to:
 - 4.3.1 create a positive climate with realistic expectations;
 - 4.3.2 emphasise the importance of being valued as an individual within the group;
 - 4.3.4 provide a caring and effective learning environment;

- 4.3.5 encourage relationships based on kindness, respect and understanding of the needs of others;
- 4.3.6 ensure fair treatment for all regardless of age, gender, race, ability and disability;
- 4.3.8 create an ethos of respect throughout the school.

4.4 Signs & Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- § is frightened of walking to or from school;
- § doesn't want to go on the school/public bus;
- § begs to be driven to school;
- § changes their usual routine;
- § is unwilling to go to school (school phobic);
- § begins to truant;
- § becomes withdrawn anxious, or lacking in confidence;
- § starts stammering;
- § attempts or threatens suicide or runs away;
- § cries themselves to sleep at night or has nightmares;
- § feels ill in the morning;
- § begins to do poorly in school work;
- § comes home with clothes torn or books damaged;
- § has possessions which are damaged or "go missing";
- § asks for money or starts stealing money (to pay bully);
- § has dinner or other monies continually "lost";
- § has unexplained cuts or bruises;
- § comes home starving (money/lunch has been stolen);
- § becomes aggressive, disruptive or unreasonable;
- § is bullying other children or siblings;
- § stops eating;
- § is frightened to say what's wrong;
- § gives improbable excuses for any of the above;
- § is afraid to use the internet or mobile phone.

5. APPLICATION

- 5.1 **BULLYING WILL NOT BE TOLERATED AT LEALANDS HIGH SCHOOL.** This policy has been formed after much consultation and discussion with parents, staff, students and Governors. The school will ensure that everyone involved with Lealands understands and follows this policy.
- 5.2 Lealands will do everything possible to generate a caring atmosphere throughout the school, built on mutual trust and respect. This will be achieved through the adoption of the Behaviour Policy, the PSHE/Citizenship programme, school assemblies and through the curriculum where appropriate.
- 5.3 When bullying is suspected it will be investigated immediately. All complaints of bullying will be recorded on SIMS
- 5.4 All students will be encouraged to report to the staff any incidences of bullying, and be assured that they will be listened to sympathetically and fairly and that action will be taken to help them.
- 5.5 Bullying will be dealt with in a positive manner and in a way that is appropriate to each situation, recognising that there are a variety of reasons for bullying. It will never be dealt with by aggression, humiliation or revenge. When a case of bullying has been identified, appropriate action will be taken and the student's name will be recorded on SIMs..

- 5.6 Lealands will constantly review and monitor the problem of bullying within the school. It will also be a regular feature of the agenda at staff meetings and the school's INSET programme.
- 5.7 Where a parent/carer suspects that bullying is taking place it should be reported to the appropriate Pastoral Support Manager, Head of Year or senior member of staff as soon as possible. The school will then investigate and appropriate action will be taken.
- 5.8 Where accusations of bullying take place, the parents of both the aggressor and the victim will be informed the same day.

6. TAKING ACCOUNT OF INDIVIDUAL STUDENT NEEDS

- 6.1 We will monitor bullying by age, ethnicity, gender, special educational needs (SEN) and disability.
- 6.2 We will monitor and assess the impact of this policy on students, staff and parents/carers of different racial groups.
- 6.3 We will avoid discriminating against particular racial groups in the application of this policy.
- 6.4 We will support newly-arrived students in understanding and following the anti bullying policy.
- 6.5 We will be alert to the potentially disproportionate impact of the school's disciplinary framework on vulnerable pupils.
- 6.6 We will identify at-risk students in advance.
- 6.7 We will ensure that all staff are aware of appropriate referral procedures.
- 6.8 **Subject teachers and form tutors** are responsible for ensuring that no form of bullying takes place in their classroom or around the school or where it does take place is dealt with promptly in line with school procedure.
- 6.9 Students are responsible for reporting to an appropriate adult where bullying is suspected.
- 6.10 **Parents** are responsible for reporting to school where they suspect bullying takes place.

7. MONITORING, EVALUATION & REVIEW

This policy will be reviewed annually by the Deputy Headteacher and the Governors.

- 7.1 **The Deputy Headteacher** (Pastoral) has overall responsibility for the successful implementation of this policy.



Anti Bullying Procedures

In line with the Anti Bullying policy the following procedures will take place where bullying is suspected.

- § All staff should be aware of the possibility of bullying in school and must report any suspicions of bullying to a member of the pastoral team as soon as it happens.
- § Where bullying is reported, it will be fully investigated by an appropriate member of the pastoral team.
- § Written and verbal reports need to be given by both the victim and the accused. Staff organising the writing of statements should refer to our guidelines and procedures regarding the writing of statements by students.
- § Written and verbal reports should be given by any witnesses to incidents.
- § The accused should be kept in isolation until full investigations have taken place.
- § Parents of both the accused and the victim will always be informed by telephone the same day.
- § Whether the bullying is proved or not, the names of the students involved should be logged with the relevant Pastoral Support Manager. Brief details should be written and it should be dated.
- § Proven cases of bullying will be individually recorded on SIMs.
- § The accused will be informed that the accusation has been recorded. Any further accusations in the future will lead to further investigation. Previous accusations will be referred back to and any repeat of proven bullying may lead to fixed term exclusion.
- § In all cases where a student is accused of bullying more than once in a period of 2 months, a meeting with parents/carers will be arranged even if the bullying is unproven.
- § Support of outside agencies will be offered to any victims of bullying.
- § The support of outside agencies will be sought for any student that is accused of bullying more than once within a term. These outside agencies will be introduced whether the bullying is proven or not.

The following organisations can be referred to for advice about bullying:

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.