

Highworth Combined School

Anti-Bullying Policy

Rationale

At Highworth, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents should 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. All claims of bullying in our school will always be taken seriously and acted upon. As a school we have a responsibility to respond promptly and effectively to issues of bullying.

Definition

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. It is repeated over a period of time and is not just an isolated incident. Bullying can take place in all relationships within a school, for instance between students or staff.

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 - focusing on the issue of sexuality
- Verbal - name calling, sarcasm, spreading rumours, teasing
- Cyber – includes any bullying which takes place online or through a computer/tablet/mobile device, such as via e-mail, messaging, calls, social media, websites, apps and online gaming. This also refers to the misuse of associated technology, i.e. camera and video facilities.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, developing or feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school, becoming aggressive, acting in a disruptive or unreasonable manner, bullying other children or siblings, a change in eating habits, fear of disclosure, giving improbable excuses for any of the above, being afraid or hesitant to use the internet or a mobile phone, feeling nervous and jumpy when a cyber-message is received.

Our school has a responsibility to respond promptly and effectively to issues of bullying.

Aims

- To promote a secure and nurturing environment, free from threat, harassment and any form of bullying
- To create and deliver a curriculum that promotes wellbeing and equips children with the necessary knowledge and skills to identify the dangers and indicators of bullying

- To take positive action, by supporting children in their social and emotional development and thereby developing pupils who are tolerant and well-rounded members of the community
- To show commitment to overcoming bullying by practising zero tolerance
- To inform pupils and parents about what is the school policy on bullying and what they should do if bullying arises
- To make sure that Governors, teaching and non-teaching staff know about the policy, understand what bullying is and how we as a school deal with bullying using the procedure outlined in this document.

Procedures

1. The witness (if not a staff member) will immediately report a bullying incident to staff.
2. All incidents will then be reported to a member of the senior leadership team (usually the Inclusion Manager) either verbally or on a **Highworth School Bullying Incident Form**. The Inclusion Manager will then record this on Behaviour Watch under the 'Bullying Incident' tab.
3. The bullying behaviour or threats of bullying must be investigated immediately by the aforementioned member of SLT.
4. The children involved will be spoken to and the necessary sanctions will be put in place. Staff directly involved with the children will be informed.
5. In cases where bullying according to the above definition is evident, all parents should be informed and will be asked to come in to a meeting to discuss the problem.
6. If necessary and appropriate, police will be consulted. In the case of a cyber-bullying incident, a phone or e-mail account belonging to a child may be searched by the staff member leading the investigation. All evidence will be saved. (As detailed in the E-safety Policy)
7. Support will be put in place to help the bully/bullies change their behaviour; this may involve intervention from a Learning Mentor.

If a parent raises a concern about bullying, this will be discussed with the child's class teacher and the teacher will ascertain whether this needs to be passed on to the Inclusion Manager.

Outcomes

1. The bully/bullies may be asked to genuinely apologise. Other consequences may take place in line with our behaviour policy.
2. In serious cases, suspension or even exclusion may be considered.
3. If possible, the pupils will be reconciled.
4. After the incident(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

- At Highworth, we use the following methods for dealing with bullying:
- Writing a set of positive class rules and displaying these in the classroom
- Signing a home/school agreement at the start of the year
- Writing stories/poems, drawing pictures or making up role-plays about bullying

- Reading stories about bullying in class and assemblies
- Taking part in national 'Anti-Bullying Week'
- Having discussions about bullying and why it matters in Class Council
- Including anti-bullying in our PSHCE curriculum for every year group along with e-safety teaching in Computing lessons
- Developing a wellbeing strategy throughout the school to help pupils to manage their emotions and to develop empathy for others
- Providing children with social and emotional difficulties with additional support through Nurture groups, Learning Mentors and Emotional Literacy sessions
- Providing "Feelings boxes" in every classroom.

Appendices

The Anti Bullying Coordinator/Inclusion Manager has information from the NSPCC to support this policy:

- Signs, indicators and effects of bullying and cyberbullying
- Keeping children safe – how to help keep children safe from bullying and cyberbullying
- Research and resources – research, reports and resources about bullying and cyberbullying

Please request any of the above and these will be provided.

Monitoring, Evaluation and Review

The school will review this policy every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Equal Opportunities

This policy has been written in accordance with, and meets the requirements of the Equality Act 2010.

Created by: Tina Moody and Marie Phillips

Created in: January 2008

Last Reviewed: October 2018 by Megan Broadhurst