



**BLACON**  
HIGH SCHOOL  
SUCCESS THROUGH PARTNERSHIP

## **Anti-Bullying Policy**

### **VISION STATEMENT**

Blacon High School will inspire everyone to work together to create a successful, inclusive and forward looking learning community, supporting excellence for all to make a positive difference to society.

**Review by Committee:** 10<sup>th</sup> May 2018  
**Ratified by Full Governing Body:** N/A  
**Next due for review:** Summer 2019

## **Introduction**

We want to work together to stop bullying in our schools, and our community is committed to providing a caring, friendly and safe environment for all of our pupils/students and families, so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. In Blacon High School any and all incidents of bullying are considered a very high priority and dealt with immediately and extremely thoroughly. Progress leaders and tutors are often the first point of contact for pupils and when an issue is shared with another member of staff it is always then shared with the pupils Progress Leader (PL).

Blacon High School is committed to the intentions of The Equality Act 2010, and all students, current or prospective, will not be disadvantaged due to age; sex; race; disability; religion or belief; sexual orientation; gender reassignment; pregnancy or maternity; marriage and civil partnership. The school will take proportionate action to address disadvantage faced by particular pupils. Such action could include targeted provision, resources or putting in place additional or bespoke provision to benefit a particular disadvantaged pupil group.

The school will have due regard and will actively consider equality duties and implications when undertaking its business and the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

## **What Is Bullying?**

Bullying is the repetitive, willful or persistent behaviour intended to cause harm, although one off incidents can in some cases also be defined as bullying. Bullying is intentionally harmful behaviour, carried out by an individual or a group. It can also be defined as an imbalance of power leaving the person being bullied feeling defenseless.

### **Bullying can be:**

- Verbal name calling, sarcasm, spreading rumours and teasing.
- 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 focusing on the issue of sexuality.
- Cyber all areas of internet, such as e-mail and internet chat room misuse, mobile threats by text messaging and calls, Face book, My Space, misuse of associated technology, i.e. camera and video facilities.

## **Why is it Important to respond to bullying**

Bullying hurts. No-one deserves to be a victim of bullying; everybody has the right to be treated with respect. People who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

## **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils, students and parents should know what the school policy is on bullying and what they should do

if bullying arises.

- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **Signs and Symptoms of Bullying**

A child may indicate by signs or behaviour that he/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 or public bus.
- Begs to be driven to school.
- Changes their usual routine.
- Is unwilling to go to school.
- 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 a possession which are damaged or 'go missing'.
- Asks for money or starts stealing money (to pay bully).
- Has dinner or monies continually 'lost'.
- Has unexplained cuts and bruises.
- Comes home starving (money/lunch 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.
- Is nervous and jumpy when a cyber-message is received.

These signs and behaviour could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **Bullying can take a number of different forms**

- Verbal name calling, sarcasm, spreading rumours and teasing.
- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- Physical pushing, kicking, hitting. Punching or any use of violence.
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### **Procedures**

Below are the steps that are followed to ensure that every bullying issue is dealt with:

- PLs ask pupils to write statements detailing the incident/s
- PLs speak to the pupils involved & try to mediate & resolve the issue
- After every bullying report, parents are contacted by PLs to inform them of the issue and the steps that will be taken to resolve it

- If the issue is serious enough or cannot be resolved PL will ask parents to come in for a meeting
- Appropriate member of SLT informed if necessary & appropriate steps followed e.g. IER, racial abuse form
- PLs email teaching staff to inform them where necessary to be vigilant in class
- PLs make regular check ins with pupils to ensure that issue has been fully resolved and will not resurface
- All alleged bullying incidents are recorded on the BHS Bullying Log which is located on the staff drive. When there is a confirmed bullying incident, the detail is forwarded to Tegan Whiteside, who will also keep an updated paper copy of all incidents.

### **Prevention**

We will use agreed methods for helping children to prevent bullying. As and when appropriate, these may include:

- Behaviour for Learning Policy.
- Signing a behaviour contract/home/school agreement.
- Developing curriculum links via SEAL and PLTS programmes.
- Through assemblies.
- Having discussions about bullying and why it matters.

### **Version Control**

<b>Number</b>	<b>Update</b>	<b>Date</b>	<b>By whom</b>
0.1	Revised	26/01/2016	Rachel Keating
1.0	Policy approved at Governor committee meeting	27/04/2017	Safeguarding and Equality, Community Cohesion
	Policy approved by full Governing Body	22/06/2017	Governing Body
1.1	Policy amendments - page 4, wording around recording of incidents	26/02/2018	Dave Sabri
2.0	Policy approved at Governor committee meeting. FGB approval not required.	10/05/2018	Curriculum, Safeguarding and Equality