



BLACON
HIGH SCHOOL

ASPIRE BELIEVE ACHIEVE

Anti-Bullying Policy

VISION STATEMENT

We want Blacon High School to be a safe and caring place at the heart of our community, where everyone is valued and supported to aspire, believe and achieve beyond their potential.

Ratified by Full Governing Body: 14th September 2022

Next due for review: September 2023

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1. 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.

2. 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.

3. 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.

4. 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 possessions 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.

5. Bullying procedures

5.1 Students

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.
- All written statements are saved on to the Behaviour Hub in the individual student areas.
- All alleged bullying incidents are recorded on to the BHS bullying log which is located in the Behaviour Hub. The incident is then copied over into the individual student areas.
- 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
- Advanced Pastoral Lead is informed if necessary & appropriate steps followed e.g. IER, FTE
- 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
- Follow up call will be made to parents 2 weeks later.

5.2 Staff

Staff can also be victim of bullying in the workplace. In this situation, the following procedures are followed:

- Staff member will report to line manager (where appropriate) or the Headteacher to discuss bullying incident
- Meeting will be held with staff member and Headteacher to discuss intended outcome of the complaint.
- Staff member will be given the opportunity to discuss alleged bullying incident with accused staff member(s) and have a union rep present if wanted.
- Staff member reserves the right to contact union where necessary.
- Staff member will be offered support through outside agencies where appropriate

6. Support for Students and Staff

6.1 Students of alleged bullying incident will be supported by:

- Discussing what happened with PL or staff member of their choice.
- Informing parents to offer further support at home
- Meeting with students involved to address the issue where necessary and appropriate.
- The use of the safeguarding team and/or referrals to other agencies where appropriate.

6.2 Staff of alleged bullying incident will be supported by:

- An immediate opportunity to discuss the experience with a member of staff of their choice.
- Providing reassurance that the bullying will be addressed
- Offering support and meetings with preferred staff member where necessary.
- Help with self-esteem and confidence
- The use of specialist interventions and/or referrals to counselling agencies where appropriate.

7. Preventative Measures:

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

- Bullying Policy
- Behaviour for Learning Policy.
- Raise awareness bullying through year group/whole school assemblies, PSHE lessons and informal discussions during tutor time.
- Signing a behaviour contract – meetings with parents to prevent future incidents.
- CPOMS tracking to spot early signs of bullying
- PLs and form teachers build relationships to spot early signs of bullying
- Bullying incident log recorded and monitored consistently
- Staff model behaviour with their own conduct
- High expectations of politeness around school