ANTI BULLYING POLICY

Date of Policy: January 2019

Member of staff Responsible: Dave Anderson

Review date: July 2021

Links to other Policies/Guidance: This should be read in conjunction will policies on safeguarding, e- safety, behaviour, personal development, peer on peer abuse policy.

1.   Introduction

Marden High School is committed to providing a safe, caring environment for all pupils (and staff), so that they can work in a positive and secure environment, safe from the fear of bullying. Bullying of all forms is unacceptable. Effective management of bullying is a shared responsibility. At Marden High it is expected that anyone who is aware or suspects that bullying is taking place must report this. This includes students, staff and parents. For this reason this policy has been written in consultation with staff, students and parents.

2.   Scope

This policy applies only to incidents that take place within school premises. The school is not **LEGALLY** responsible for bullying which takes place elsewhere. However, the school has an enduring interest in the welfare and conduct of its pupils and will respond, wherever possible, to information received about bullying outside.

- If a student is responsible for bullying others outside school, school will contact parents

- If a student is found to be the victim of bullying outside school, help and support will be offered and advice on hand to avoid further incidents

- If students are being bullied by pupils from another school, contact will be made with the relevant staff of that school to alert them of the problem so that are able to deal with the matter.

3.   Why is it important to respond to bullying?

Everyone has the right to be treated with respect. No one deserves to be the victim of bullying. Pupils who bully need to learn different ways to manage their behaviour.

4.   Aims:

- to eliminate intimidating and bullying behaviour and promote a school ethos in which every pupil is safe and able to realise their potential.

5.   Objectives of this policy:

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

- All pupils and parents should know what the school policy is on bullying and what they should do should bullying arise.

6.   What is bullying:

Bullying is any action which is intended to make a person feel uncomfortable, insecure threatened or hurts someone either physically or emotionally. It is the persistent intention to cause physical and / or psychological distress. Bullying can be one or more of the following:

- **Physical** – pushing, kicking, hitting, punching or any other use of physical violence.

- **Emotional** – being unfriendly, excluding tormenting, (e.g. hiding possessions, threatening gestures etc).

- **Sexual** – unwanted physical contact or sexually abusive comments, non-consensual sexual touching.

- **Racist** – racial taunts, graffiti or gestures or any behaviour or language that makes a student feel unwelcome or left out because of their colour, ethnicity, religion or national origin.

- **Homophobic** – focussing on a person's sexuality, prejudice against (lesbian, gay or bisexual people LGBTQT) – verbal name calling, sarcasm, spreading rumours, teasing.

- **Transphobic** – stems from a hatred or fear of people who are transgender. "Transgender" is a term to describe people whose sense of gender is seen as being different to typical gender norm.

- Bullying someone because of their disability or additional needs.

- **Social/Environmental**- where young people are targeted due to lack of wealth.

- ***Cyber** – using the internet to bully e.g. e-mail, chat rooms. Mobile threats by text or calls. Misuse of associated technology e.g. camera, video facilities.

* Cyberbullying – what is it?

Cyberbullying is when one person or a group of people try to threaten, tease or embarrass someone else by using a mobile device or the internet. Cyberbullying is just as harmful as bullying in the real world. Cyber bullying should always be reported.

Those who take part in online bullying often use a group of friends to target their victims by asking them to add a comment to a photo on a blog, or asking them to forward it onto another group of friends. Sometimes, these people don't even realise they're actually bullying someone.

What forms can it take?

There are lots of different types of cyberbullying. These are the main ones:

Social networking sites

Setting up profiles or posting abusive messages on social networking sites to make fun of someone. By visiting these pages or contributing to them, you become part of the problem and add to the feelings of unhappiness felt by the victim.

Instant messages via social media apps

Sending messages to friends or directly to a victim. Others can be invited into the bullying conversation, who then become part of it by laughing.

Mobile phone

Sending humiliating and abusive text or video messages, as well as photo messages and phone calls over a mobile phone. This includes anonymous text messages over short distances using Bluetooth technology and sharing videos of physical attacks on individuals (happy slapping).

Abusing personal information

Many victims of cyberbullying have complained that they have seen personal photos, emails or blog postings posted where others could see them without their permission. Social networking sites make it a lot easier for web users to get hold of personal information and photos of people. They can also get hold of someone else's messaging accounts and chat to people pretending to be the victim.

Interactive gaming

Games consoles allow players to chat online with anyone they find themselves matched with in a multi-player game. Sometimes cyber bullies abuse other players and use threats. They can also lock victims out of games, spread false rumours about someone or hack into someone's account.

Sending viruses

Some people send viruses or hacking programs to another person that can destroy their computers or delete personal information from their hard drive.

Email

Sending emails that can be threatening or upsetting. Emails can be sent directly to a single target, or to a group of people to encourage them to become part of the bullying. These messages or 'hate mails' can include examples of racism, sexism and other types of prejudice.

7.   Signs and Symptoms of bullying

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 cloths 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

- Is afraid to use the internet or mobile phone

- Appears sad, depressed

- Shows signs of self- harm e.g. cuts

- Is nervous and jumpy when a cyber message is received

- Gives improbable excuses for any of the above

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

8.   Procedures for Dealing with Bullying Incidents

- Staff must deal immediately with any incidents they witness either in their own classroom or around the school.

  Students are informed that -

- Incidents of bullying must be reported as soon as possible to a member of staff (Head of Year, Form Tutor, Subject teacher or other). All allegations must be taken

seriously. Note: if the bullying is of a racist nature this must be reported to and logged by the Head Teacher's P.A.

- If a student suspects that another student is being bullied then they should report this as above. This information will be treated confidentially.

- The Head of Year (or member of staff to whom the incident was reported) will investigate the bullying incident and will log the incident in the school's information system (SIMS). Any incidents with a racist, sexist, disability or homophobic or with sexual element must be identified as such.

- In serious cases parents should be informed and may be asked to attend a meeting to discuss the problem. Relevant teaching staff/academic tutors should also be informed so that they are able to monitor the situation and act as support to the victim. If necessary and appropriate police will be consulted.

- The victim of bullying will be counselled by Head of Year (or appropriate member of staff) with advice on coping strategies. Students may be asked to keep a diary of events. The student may also be offered a place of safety or refuge.

- Once evidence has been gathered and the facts ascertained, the student exhibiting bullying behaviour should receive an appropriate punishment. This could include:

- Reprimand from teacher – in low level incidents

- Loss of privileges

- Detentions

- Removal from class

- Use of Conduct

- Limited access or withdrawal form ICT facilities (in cases of cyberbullying)

- Exclusion (for persistent serious cases)

- Daily report

- Students who exhibit bullying behaviour should be counselled. An effort should be made to make them understand and appreciate the effects of their behaviour and to examine the causes. Both victims and bullies may be referred to a Mentor.

- All serious or repeated incidents of bullying should be regularly followed up and a note made of the outcomes in the students behaviour log in SIMS. Serious or repeated cases will be referred to the Assistant Headteacher (Pastoral) to deal with according to these guidelines. The position of the Headteacher remains separate – as a final authority if all else fails. The Head teacher will decide on the final course of action should previous efforts to change bullying behaviour have failed.

- Bullying incidents with be regularly reviewed and analysed for patterns by the Assistant Headteacher. This information will be shared with the pastoral team so that intervention, wherever necessary can be put in place.

9.   Prevention

Staff will constantly reinforce the message that bullying is unacceptable and will take a pro-active approach to prevent

- Through regular assemblies and "Anti-bully Focus" weeks

- At classroom level; during tutorial and reflection time periods, P.D lessons etc

- On an individual level through counselling for both bully and victim

- Via adequate supervision at lunchtimes and break times

- Through e-safety. Students are given e; safety guidance in I.T. modules, in assemblies and through P.D.

10.   Parental/Carer Involvement

School is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs.

When a child is involved in persistent and/or serious bullying school will inform parents/carers and/or invite parents/carers in to become involved in the management of the problem and the prevention of further incidents.

Parents/carers who believe their children are the victims of bullying should share their concerns with the school at the earliest opportunity and be prepared to work with school to keep their children safe.

Similarly, if parents/carers believe their child is bullying others, information should be shared with school so that the problem can be addressed and a plan agreed to prevent further incidents and the bullying child to change their behaviour.

Preventative strategies need to work within a school where fairness and respect for others are celebrated. In order to help children learn and develop appropriate responses to others staff and parents should treat each other with courtesy and respect at all times.

Child line services
All students should be aware that help is available outside of school through contacting child line on 0800 1111.

The policy was ratified on 16 January 2019 and will be reviewed in January 2021.

Signed by Head Teacher………………….……………………….

Signed by School Governor…………………...……………………..