



# **WHICKHAM SCHOOL**

## **Anti-Bullying Policy**

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## Policy Review

Last reviewed	By who	Next review
July 2021	Mrs S Maher	July 2022
July 2022	Mrs S Maher	July 2023
June 2023	Mrs S Maher	July 2024
April 2024	Mr J McCaughey	July 2025
December 2026	Mr J McCaughey	December 2026

## Anti-bullying policy

The governors and staff of Whickham School understand that for all students and staff to truly flourish they need to learn and work in a safe, caring and supportive environment. Bullying, of any kind, will not be tolerated. The policy applies to all pupils irrespective of gender, ethnic origin or religious persuasion.

This Anti - Bullying policy applies to all pupils and staff who work at our school and extends beyond the school site to cover behaviour online, on school trips, the journey to and from school for pupils and the use of social media.

Bullying definition:

“Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. It involves an imbalance of power and can be physical, verbal, emotional, online or discriminatory.”

It is behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally
- Includes any kind of intimidation, emotional, verbal, sexual harassment or physical abuse

Bullying takes many forms and can include (please note this list is not exhaustive)	
Physical	pushing, poking, kicking, hitting, biting, pinching etc.
Verbal	name calling, sarcasm, spreading rumours, threats, teasing, belittling.
Emotional	isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
Sexual	unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
Online	posting on social media, sharing photos, sending nasty text messages, social exclusion and including any breaches to the Acceptable User Policy.
Discrimination of the protected characteristics	age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation
Racism	racial taunts, gestures, making fun of someone's religion

Bullying is repetitive and habitual. Bullying does not mean “falling out” with friends or a one-off episode. Falling out with friends or a one off incident will be resolved through Restorative Approaches. Not all conflict between pupils is bullying. One-off incidents,

fallouts or disagreements will be addressed through restorative approaches but may not constitute bullying unless behaviour is repeated.

Central to the definition of bullying is the motivation of the perpetrator(s), which will primarily be to exert power over another in order to cause distress. If bullying incidents are not reported, staff cannot act. We are a “calling it out” school, arising out of a listening and safe environment. We expect students to be allies and supporters of each other. We have a number of processes in school for reporting things to us as staff: Classcharts well being app, support from Pastoral Leaders and a robust safeguarding team.

Intrinsic to all this, is educating our pupils about bullying. Young people often say ‘It was just a joke’, not knowing or realising the impact that their behaviour has on another pupil. It is essential that we provide an environment where students feel safe to “call it out and tell us” if they are aware of bullying. Should any bullying be taking place then pupils are always encouraged to tell an appropriate person at school. This could be their form tutor, a Safeguarding Mentor, the Pastoral Leader, the Anti- bullying lead, or any other adult in school. It may be a member of staff with whom the pupil feels particularly at ease.

The Pastoral Leader for the year group must be informed and an investigation conducted into the alleged incident. Incidents of bullying witnessed by staff should be dealt with immediately and the incident reported to the relevant Pastoral Leader for the year group. If the bullying has a racist, homophobic or hate crime nature the school will follow Local Authority guidelines and Hate Crime Incident reporting forms will be completed and submitted to the Local Authority. Pastoral Leaders are responsible for ensuring that incidents of bullying and actions taken are correctly recorded onto our safeguarding system CPOMS

Pupils will be provided with opportunities at a variety of levels to remind them that bullying is unacceptable. These include taught RE lessons, tutor activities, PSHCE lessons, assemblies and pupil-led events related to bullying issues. However, all staff and all curriculum areas have a responsibility to challenge bullying in all its possible forms. The school has a Safeguarding Team who use Restorative Approaches to help deal with bullying, ensuring that the perpetrator recognises their behaviour and works hard to change it. If necessary, the perpetrator may receive sanctions and parents / carers contacted.

The Headteacher and Pastoral Leaders will make clear the school’s stance on bullying to all parents of in-coming pupils at the parents evenings. All new pupils will be informed of the anti-bullying policy at the start of the school year through assemblies and PSHE programmes as well as during National Anti-Bullying Week.

Parents/carers are encouraged to report bullying and in the first instance should do this via the Pastoral Leader for the year group. Parents/carers of pupils who join the school during the school year will be informed of the school’s stance on bullying by the relevant Pastoral Leaders when students and parents/carers are met prior to pupil admission.

All staff are briefed on the school’s guidelines on bullying as part of the school’s anti-bullying policy. These guidelines are explained to new staff as part of induction and

re-enforced by Assistant Headteacher Behaviour and Attitudes at regular pastoral team meetings. Non-teaching staff are also briefed on the guidelines on bullying and will be aware of the school's stance on bullying by the Assistant Headteacher Behaviour and Attitudes.

Child on Child abuse and Bullying will not be tolerated – but we rely on being made aware of incidents – we cannot help if we do not know. If we are aware of it, we will act.

Bullying can sometimes be a safeguarding issue. Staff must follow the school's Child Protection and Safeguarding Policy and inform the Designated Safeguarding Lead where there is a concern that a pupil is at risk of significant harm.”

All members of our community are given equal opportunities in line with the Disability Equality Scheme (DES).

**Students at Whickham School are entitled to expect:**

- That they should be able to learn and work in a caring, supportive environment, where there is academic challenge but where bullying is not tolerated.
- That there is a wide range of support available to them if they become victims of bullying. This may include pastoral check-ins, wellbeing referral, restorative meetings, safe spaces at breaktime, behaviour agreements and counselling if required. All incidents of bullying are unique and must be dealt with as such.
- That their views will be listened to as a way forward when there has been an incident of bullying
- That when bullying has taken place and the situation has been resolved it is expected that there will be no recurrence
- That they will know what action is to be taken and, if appropriate, that their parents may be informed

**Whickham School and the Governing Body expect that:** • All members of

our community are alert for the signs of bullying;

- The issue of bullying will be discussed openly and regularly
- Close links will be developed and strengthened with our external agencies which might help reduce bullying behaviour
- Members of our community are committed to taking effective and appropriate action in dealing with bullying
- Appropriate mechanisms are in place to support victims and investigate incidents
- Appropriate counselling, training and support systems are in place to re-educate the perpetrators

### **Parents of our students are entitled to expect that:**

- Their children will be educated in an atmosphere which is safe and caring
- The school will take all reasonable steps to prevent bullying occurring
- Any bullying incident which is reported will be investigated and dealt with according to our Behaviour Policy

### **Guidance for Students**

We expect all of our students to

- Show respect to others at all times and be aware of the pain that some words or actions can have on others
- Talk to an adult in school or Safeguarding Mentor if they are being bullied or know someone who is.
- Use the Class charts wellbeing app if they feel they cannot speak to staff directly

### **Guidance for Parents**

If you think your child is being bullied:

- Please contact the school immediately and speak to the relevant Pastoral Leader
- Ask your child directly if they are being bullied
- Take bullying seriously
- Please do not agree to keep bullying secret
- Understand that bullying is a repeated incident over a period of time

### **Procedure When Bullying is Reported**

Report received by any member of staff.

Immediate initial response to ensure the student feels safe.

Information passed to Pastoral Leader/DSL.

Investigation conducted (witness statements, conversations, evidence gathering).

Outcome agreed: bullying confirmed / not confirmed / behaviour concern.

Actions taken which may include: restorative meeting, sanctions, online reporting forms, parental contact, support plan or more significant following input from senior staff

Case closure when school is satisfied that the behaviour has ceased.

**If we know – we can help**