



Hardenhuish School

Anti-Bullying Policy

If you would like any policy in a more accessible version, please contact the Administration Manager
(admin@hardenhuish.wilts.sch.uk)

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1. Purpose

The policy gives clear guidance to pupils, students, staff, governors, and parents on the school's view of bullying and how bullying incidents are managed.

2. Relationship to other policies

The Anti-Bullying policy relates to other policies, including:

- The E-Safety Policy
- The Health and Wellbeing Policy
- The Positive Behaviour Policy
- The Safeguarding Child Protection Policy
- The Single Equalities Policy

3. Scope, principles, and definitions

Hardenhuish School believes that, if members of the school community are to achieve their full potential, they need to feel secure, respected and valued by their peers and the rest of the school community. Therefore, we view bullying as totally unacceptable, and we will work hard to stop it and reduce its effects.

The school defines bullying as a deliberate act that results from a conscious desire to hurt, threaten, or frighten someone. It is an abuse of power, which results in pain and distress to the victim. Bullying is usually not a single act but is behaviour that is repeated or sustained over time. Students, parents, and staff can be the victims or perpetrators of bullying. Bullying can be physical, sexual, verbal, social or psychological and occur face to face or over communications technology (cyberbullying).

Examples include:

- Derogatory name-calling, mimicry
- Taunts about sexuality
- Racist, sexist or faith targeted remarks
- Deliberately organised, and consistent ignoring of an individual
- Physical violence
- Spreading rumours or gossip
- Verbal threats
- Writing hurtful things
- Demanding money or possession
- Being deliberately unfriendly
- Threatening, rude or vulgar gestures
- Intimidation
- Sexual propositioning
- Unwanted touching
- Electronic communication abuse

4. Prevention of Bullying

The school provides information to pupils/students about bullying through a planned programme as part of Personal Social Health and Citizenship Education in Key Stage 3 and 4. This programme celebrates equality and

diversity and makes clear the school's abhorrence of bullying, encourages students to consider the implication of bullying both for the bully and victim and provides students with information about what they should do if they are being bullied or if they witness bullying.

Other strategies used from time to time for include:

- Assemblies
- Successful Lives Tutor Programme
- Participation in Anti-Bullying Week annually
- Discussions in tutor groups to identify students' concerns which may include bullying
- Student led initiatives such as poster campaigns

Strategies are in place to prevent bullying in all areas of the school and at all times of the school day such as supervision by staff at all breaks and lunchtimes.

Anti-Bullying messages are also embedded in many areas of the school curriculum such as English, RE and History where diversity is studied through topics such as the holocaust and students are encouraged to develop empathy. IT lessons also focus on Cyberbullying as part of E-Safety modules.

5. Reporting and Recording

The school recognises that the most effective way of dealing with bullying is to establish trust between pupils/students, parents, and teachers. Each pupil/student is in a tutor group whose tutor will normally stay with them from Year 7 to 11. Pupils/students are encouraged to discuss any problems with their tutor or, where this is not possible, to speak to another adult such as their Pastoral Manager who also will normally stay with them throughout Year 7 to 11.

As pupil surveys have shown that some pupils/students do not feel comfortable discussing their concerns with an adult, a number of pupils/students will be chosen each year to be Anti-Bullying Ambassadors. These are figures within the school who other pupils/students can approach to discuss concerns that may have about bullying during lunchtime 'drop in' sessions in a designated room. These pupils/students will be trained to listen and advise victims to involve an appropriate adult in school. Pupils/students can also email stopbullying@hardenhuish.wilts.sch.uk to report a problem and get advice and support in dealing with it. In addition, Prefects are also available to pupils/students to discuss any concerns they may have, including bullying.

Parents can also report bullying by contacting the child's tutor or Pastoral Manager.

If staff are the victims of bullying by pupils/students or parents or colleagues, they should report this to their line-manager or a member of the Senior Leadership Team.

When an incidence of bullying is reported by a pupil/student or parent, the member of Staff will write the details down and pass it immediately to the Pastoral Manager who will investigate the incident quickly.

6. Responding to Incidents of Bullying

The Pastoral Manager will investigate the incident quickly. The relevant Learning Manager or a member of the Senior Leadership Team will be informed of the incident and will become involved if it is appropriate.

It is important that the facts of each alleged incident are established so that an appropriate response is made. Investigating staff will do so without prejudice and ensure all sides of the story are collated and witness

statements are gathered to establish the details of the incident and establish whether bullying (as defined above) has taken place.

Parents of the victims and of the perpetrators will be kept informed of the school's actions.

Any pupil/student who has been involved in bullying, or those who have colluded with it, need to understand the consequences of their behaviour. They need to consider how they can make amends for their behaviour, and they need to accept that they will be sanctioned for what they have done. Restorative sessions between pupils/students may be appropriate.

Any pupil/student who commits an unprovoked act of physical violence will receive a sanction in line with the Positive Behaviour Policy. Prejudice driven bullying will also usually be dealt with a C3 sanction, depending on the circumstances. Racist bullying is also recorded and registered with the Local Authority. Directed alternative provision is the ultimate consequence for repeated bullying offences.

Victims of bullying will be offered support through the Pastoral System.

Pupils/students who have bullied may be given Individual Behaviour Plan, with targets set to help them to modify their behaviour. This plan will involve the pupil/student, a member of staff, parents and any appropriate outside agency in the setting of targets to change the pupil/student's behaviour and to support them in meeting these targets.

7. Consultation

The basis of this policy was discussed and agreed by a pupil led Anti-Bullying Committee in April 2018 and has been reviewed by the School Parliament, Pastoral leaders, the Senior Leadership and the Senior Leadership Team and Governors.

8. Monitoring and reviewing

Bullying incidents will be recorded on CPOMS, including any witness statements.

The school will keep records of bullying incidents and analyse the regularity, bullying type and identify any trends in the groups of pupil/students involved as either perpetrators or victims. This analysis will be used to review the success of the school's policy and practices and amendments/improvements will be made if necessary.

9. Appendix 1

Cyberbullying – A Code of Conduct

1. Never send any bullying or threatening messages. It is against the law and even deleted messages can be retrieved by the authorities.
2. Never give out your personal details such as passwords to your mobile or email account.
3. If you feel you are being bullied by email, text or online, talk to someone you trust (such as your Pastoral Manager or tutor).
4. Keep and save any bullying emails, text messages or images and note any details about the sender.
5. Serious bullying should be reported to the police – for example threats of a physical or sexual nature.
6. Contact the service provider (mobile phone company, your internet provider) to tell them about the bullying. They may be able to track the bully down.
7. Use blocking software – you can block instant messages from certain people or use mail filters to block emails from specific email addresses.
8. Don't reply to bullying or threatening text messages or emails. It lets the bullying people know that they have found a 'live' phone number or email address. If you ignore them they may get bored and stop doing it.
9. Don't forward abusive texts or emails or images to anyone. You could be breaking the law just by forwarding them. If they are about you, keep them as evidence. If they are about someone else, delete them and don't reply to the sender.
10. If you are in a chatroom, do not disclose personal information, e.g. watch what you say about where you live, the school you go to, your email address etc. All these things can help someone who wants to harm you build up a picture about you. (If you are going to use a chatroom, it may be best to do so with a different user ID or nickname? That way the bully won't know who you are.)