



## HESSLE FEDERATION OF SCHOOLS



### HESSLE HIGH SCHOOL

## ANTI-BULLYING POLICY

**Effective Date:** May 2009

**Date of minuted approval by the governing body:** 2009

**Review Committee:** Personnel and Pay

**Review Date:** May 2011

### 1. Rationale

Everybody has the right to be treated with respect. Bullying hurts and no one deserves to be a victim of bullying.

Bullying of any kind is unacceptable at Hessle High School. We all have a responsibility to respond promptly and effectively to deal with any issues of bullying. If bullying does occur, everyone should be confident about reporting incidents, knowing that they will be dealt with promptly and effectively.

### 2. Objectives of the Policy

- To have a shared understanding of what bullying is and how it affects lives.
- To have an agreed set of strategies to minimise and counter the occurrence of bullying.
- To understand how to report and deal with incidents of bullying quickly, consistently and effectively.
- To create a safe environment where people feel free to speak out appropriately, work and play without fear and where there is mutual respect and tolerance of each other.

### 3. Consultation

This policy has been drawn up in consultation with students, parents, staff and the LA Management Consultant.

The policy is linked to the school Behaviour Management Policy.

### 4. Definition of Bullying

Bullying is the conscious desire to hurt, threaten or frighten someone. It may involve one serious incident but it is more likely to occur more than once over a period of time.

#### **Bullying can be**

- **emotional** leaving someone out, taking or hiding property.
- **physical** pushing, kicking, hitting or any use of violence
- **racial** racial taunts, graffiti, gestures
- **sexual** unwanted physical contact or sexually abusive comments
- **homophobic** because of, or focussing on the issue of sexuality.

- **verbal** name calling, insults, sarcasm, spreading rumours, teasing, putting people down, writing hurtful things about someone.

## 5. Signs and Symptoms of Bullying

There are key behaviours that may indicate a student is being bullied. Adults must be aware of these possible signs and should investigate further if there is

- absence from school - truanting, unwilling to go to school
- problems with going to school - frightened of walking to or from school
- problems related to school - begins to underachieve, becomes aggressive, disruptive or unreasonable
- indications of physical harm - comes home with clothes torn, has unexplained cuts or bruises, self harming.
- changes in habit or behaviour - becomes withdrawn, anxious or lacking in confidence, eating habits.
- Develop low self esteem.

## 6. Roles and Responsibilities

### **The Headteacher will**

- have overall responsibility for the implementation and review of the policy and procedures and for reporting to the Governing Body
- ensure that the policy is publicised within the school and bringing it to the attention of students, parents and staff
- exclude a bully from the school if the bullying is persistent or a serious attack has taken place

### **The staff, including teachers and support staff, will**

- respond appropriately to all reported incidents of bullying and ensure that the policy and procedures are followed and applied consistently
- keep accurate records of incidents of bullying that have been reported and action taken
- provide appropriate supervision in key areas
- use opportunities to promote positive behaviour strategies
- build good relationships so students and staff demonstrate mutual respect for each other and students feel confident about confiding in staff.

## **Parents will**

- have access to the anti-bullying policy
- work with the school to resolve any issues that are preventing their child from learning and socialising confidently and successfully
- contact the school if they feel that their child is the victim (or perpetrator) of bullying without fear of 'making things worse'.

## **Students will**

- be made aware of the schools anti-bullying policy and procedures to be followed to deal with incidents of bullying (back of planners from 2006)
- tell a member of staff, friend or parent if they are being bullied or know someone who is being bullied
- talk about what is happening and listen to advice given.

## **The Governing Body will**

- establish this policy in consultation with the SLT, staff and parents and keep it under regular review.

## **7. Monitoring and evaluation of the policy**

Termly - Heads of Year will report the number of reported incidents of bullying to the Child Protection Co-ordinator (A Jolley). This will allow trends to be monitored and alert staff to areas of concern. Log book on both HL and BR sites.

Annually - The anti-bullying working party made up of staff, students, parents, governors and LEA representatives will meet to review policy and procedures taking into account the views of the Student Council and feedback from student view questionnaires.

## **8. Strategies currently in place for reducing bullying**

- PSHCE - common theme re. relationships throughout programme, complemented by special day input eg personal safety day
- Buddy Club (BR site)
- Connexions Service
- Behaviour Support team
- Forward Training counselling
- Student Council
- Speak Out (Y9)
- Peer mentoring
- Extra-curricular programme
- Transition arrangements Y6 - 7, Y8 - 9
- School Nurse drops in
- Student Support Forum
- Mentoring programme

- Pastoral provision
- Learning Centre
- Supervised lunchtime classrooms

## **9. Procedures for dealing with incidents of bullying**

- All alleged incidents of bullying must be reported to a member of staff.
- Where incidents are reported, details of what happened will be recorded and referred to the Head of Year or another member of the pastoral team. Further action will be taken in the light of details about the severity or persistence of the incident.
- In many cases the HoY will discuss the matter with senior staff including the Headteacher.
- The alleged perpetrator(s) will be informed that he/she is the subject of a formal complaint of bullying.
- All parties together with other witnesses will be given the opportunity to provide information appropriate to the allegations made.
- Parents of both parties will be informed of the outcome of investigations by a phone call and/or a letter, sent home in the post.
- Arrangements for sanctions/support will be put in place as soon as possible.

## **10. Longer term strategies re. anti-bullying**

- The school will include new anti-bullying strategies in the staff training programme for all staff and specifically for key pastoral staff.
- The school will respond positively to advice/support provided by the LA Behaviour Support Team and take full advantage of inset opportunities provided.
- The school will continue to involve all members of the school community in formulating developments in the area of anti-bullying strategies and policy review.
- The school will train all staff in restorative practice in order to be more pro-active in supporting better relationships between students.
- The school will provide an e-mail facility for students to report bullying incidents and pass on information to key staff.

## INFORMATION FOR STUDENTS - PLANNER PAGE

### 1. Dealing with Bullying

Bullying is not a particular problem at Hessle High School, but as in all schools it does occur and must be taken seriously.

- Bullying is destructive. It can interfere with your learning and enjoyment of school.
- The Bullying can happen to anyone and affects students, parents and teachers.
- Bullying can be by one person or many people.
- Bullying happens until it is stopped so we all have a responsibility to do something about it.

### 2. What Is Bullying?

It is the conscious desire to hurt, threaten or frighten someone. It may involve one serious incident but it is more likely to occur more than once over a period of time.

#### It can include

- name-calling and cruel nicknames
- deliberately leaving someone out
- teasing
- physical violence - being hit, pushed, pulled, pinched or kicked
- making people feel frightened
- putting people down
- writing untruthful things about someone
- spreading rumours
- being unfriendly
- taking or hiding property
- isolating someone
- insults

#### It can happen

- in the classroom
- in the corridor
- in the playground
- on buses
- outside of school

### 3. Why Do People Bully?

- to pretend they are tough
- to try to get others to like them
- to hide their own fears and unhappiness
- because they have been bullied themselves

### 4. How Can You Stop Bullying?

- Tell a teacher or member of staff, a friend, a mentor or parent - as we all have a responsibility to help to stop the bullying carrying on and making some miserable.
- Talk about what is happening and listen to advice given - we can change behaviour and make things better.

## **5. Why Should I Tell If There Is Bullying?**

### **If you do not tell someone**

- the bullying carries on and gets worse
- the bully could bully other people
- the bully and victim would not get help

### **What Will The School Do?**

- listen - mentors and staff are available to talk to you about your concerns
- investigate what has happened
- talk and counsel all the students concerned
- take appropriate action
- inform parents
- exclude a bully from school if the bullying continues

## INFORMATION FOR PARENTS - ANTI-BULLYING POLICY

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### DEFINITION

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### Bullying can be

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### It can happen anywhere

- in the classroom
- in the corridor
- in social areas
- within the school grounds
- on buses
- outside of school
- on the internet (cyber bullying)

### SIGNS AND SYMPTONS OF BULLYING

There are key behaviours that may indicate a student is being bullied. Parents must be aware of these possible signs and must investigate further if there is

- **absence from school** - truanting, unwilling to go to school (school phobic), feels ill in the morning
- **problems with going to school** - 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.
- **problems related to school** - begins to underachieve, becomes aggressive, disruptive or unreasonable, has dinner or other monies continually "lost".

- **indications of physical harm** - comes home with clothes torn or books damaged, has unexplained cuts or bruises, has possessions that go “missing”.
- **changes in habit or behaviour** - 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, asks for money or starts stealing money (to pay bully), comes home hungry (money/lunch has been stolen), stops eating, is frightened to say what’s wrong, is bullying other children or siblings, gives improbable excuses for any of the above, self harms.

These signs and behaviours could indicate other problems, but the possibility of bullying must always be considered and investigated.

## **HOW CAN PARENTS HELP?**

### **If your child is being bullied**

- talk to your child about their experience, listen to their thoughts/feelings and encourage them to ask for help when necessary
- regularly check with your child on how things are going at school and give lots of praise when he/she is cooperative or kind to others
- look for unusual behaviour, eg not wanting to go to school, not completing work to the usual standard
- contact the form tutor or Head of Year immediately (and persist in reporting any further incidents if they occur) if you feel that your child is the victim of bullying without fear of ‘making things worse’
- work with the school to resolve any issues that are preventing your child from learning and socialising confidently and successfully.

### **If your child is bullying**

- remember children sometimes bully others because they don’t know that it is wrong. They may be copying the behaviour of others in the family
- discourage other members of your family from bullying behaviour or from using aggression or force to get what they want. Show how they can join in with other children without bullying
- talk to your child and explain that the way they are behaving is wrong and makes others feel unhappy
- ensure that your child does not leave the home harbouring ill feeling towards other children
- contact your child’s form tutor/Head of Year and explain the problems your child is experiencing. Discuss how to deal with the bullying.