

Highfurlong School

'Inspire, Challenge, Believe'



Anti-Bullying Policy

Current version/Level:	Version 3/ Level 4
Completed by:	Neill Oldham and Jodie Isherwood
Completed on:	1st November 2021
Review Date:	October 2024
Previous review dates:	6th March 2020 November 2017 (JL)
Adopted by governors on:	15.11.21



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Anti Bullying Policy

Statement of Intent

Highfurlong is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school and we operate a zero tolerance attitude. If bullying does occur, all pupils should know who to tell and know that incidents will be dealt with promptly and effectively.

What is bullying?

Bullying is:

- Deliberately hurtful (including aggression)
- Repeated over a period of time
- Difficult for victims to defend themselves

It is bullying if it is done several times on purpose (STOP).

Bullying can be:

- 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
- Sexting / digital sexual harassment - unwanted or inappropriate digital comments or sharing of inappropriate/adult images
- Homophobic - teasing, name calling etc. because of, or focussing on sexual orientation or gender identity
- Cyber - All areas of the internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities



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Why is it Important to Respond to Bullying?

Bullying hurts and can have significant lasting effects on the victim. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying others need to learn and understand the effect their actions have on others and need to be supported to explore different ways of behaving.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying to any adult at Highfurlong. Schools have a responsibility to respond promptly and effectively to issues of bullying. These should all be fully recorded on Cpoms

The school aims:

- To increase awareness and to encourage students to report concerns regarding bullying
- To educate pupils in all aspects of bullying through the PSHE curriculum
- To provide protection, support and reassurance for victims
- To develop the self-confidence and self-esteem of all students
- To promote an anti-bullying ethos amongst the whole school community

Objectives of Policy

- To ensure pupils are in a safe, caring environment
- All governors, staff, pupils and parents should have an understanding of what bullying is.
- All governors and 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 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.
- There will be a clear and swift response to any report of bullying behaviour
- Bullying will not be tolerated.

Staff Responsibilities

- To implement procedures to confront bullying in any form
- To listen to all parties involved in incidents



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- To investigate incidents promptly and as fully as possible
- To take appropriate action or to refer to class teacher
- To record all incidents on Cpoms in the appropriate students' files and report any racist/homophobic incidents to the Local Authority via the Designated Safeguarding Lead
- To share with parents of the victim and bully, incidents of persistent and/or serious bullying
- To implement appropriate procedures for any allegations of bullying from a member of staff - see staff code of conduct and disciplinary policies for procedures
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within the school and relevant outside agencies when appropriate
- To model the values we believe in
- To promote the use of interventions which are least intrusive and most effective.

Curriculum

During PSHE students are taught to be assertive, considerate and confident. Work is also done to raise awareness of bullying issues especially during National Anti Bullying week during November. Literacy, Drama, visitors and assemblies are just four examples of places in the curriculum where bullying may be raised, discussed and explored. It may be appropriate to deliberately do some extra or specific work for whole groups in response to incidents at times.

Procedures for Dealing with Incidents

Bullying will be dealt with quickly and fairly.

1. Students can report bullying to any member of staff
2. Parents can report any incidents or concerns via seesaw, email or in person
3. In all cases of bullying, the incidents will be recorded on CPOMS by staff
4. In all cases parent will be informed and may be asked to come in to a meeting to discuss the problem
5. If necessary and appropriate, police will be consulted
6. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
7. An attempt will be made to help the bully (bullies) understand and change their behaviour



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We will respond to incidents of bullying behaviour in a proportionate way - the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly. The following options will be considered:

- immediate action to stop an incident of bullying in progress
- engagement with the bully to reinforce the message that their behaviour is a breach of school rules and is unacceptable
- loss of lunch/break time privileges
- removal from class/group
- withholding participation of school activity (if not essential part of curriculum)
- In serious cases, suspension or even exclusion will be considered

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These can include:

- Involving the whole school community in writing and reviewing the policy
- Ensuring all pupils understand the pastoral system and role of key worker
- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy
- Each class agreeing on their own set of class rules
- Circle time for younger pupils
- Making national anti-bullying week a high profile event each year
- Pupils to write and review Anti Bullying Charter
- PHSE (Personal, Health & Social Education)
- Encouraging the whole school community to model appropriate behaviour towards one another



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Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The views of pupils and staff will be used to make changes and improvements to the policy on an ongoing basis.

This policy will be promoted and implemented throughout the school.



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Our School Anti Bullying Charter

Pupils should:

Tell their form tutor, a mentor and their parents/carers if they are bullied or know of bullying.

Persuade others who are bullied to do the same

Stay as far away as possible from the bully

Stick with friends

Try to stay strong and be resilient while it gets sorted

Staff should:

Always make time to listen

Make a written report of any alleged bullying and file with the named member of staff

Jodie Isherwood or Neill Oldham: Speak with students involved, make a written report and file

Jodie Isherwood or Neill Oldham: Contact parents/carers about future action to be taken if the bullying continues

Remind pupils and staff of the anti bullying charter on a regular basis.



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Bullying Incident Report Form

Name of Pupil
Class

Year

Date

Details of incident

Incident reported to

Action taken

Signed by

Pupil

Class teacher