

ANTI BULLYING POLICY

Approved by the Local Governing Board:	Summer term 2018
To be reviewed by the Local Governing Board:	Summer term 2020

Responsible Person(s): Assistant Headteacher

Associated Documents:

Orchard Park High School Equal Opportunities Policy
Every Child Matters 2002
Orchard Park High School Policy on Behaviour

1. Aims:

- To create a happy, caring, secure, and inclusive environment in which bullying in all forms is seen to be wrong and not to be tolerated by members of the school community.
- To encourage students to support each other by reporting all instances of bullying.
- To deal promptly with any incident of bullying if and when it occurs.

2. Objectives:

Students

- To ensure that all students feel safe in the school and that they will not be subjected to bullying which goes unaddressed
- To ensure that students are clear about what constitutes bullying and are empathetic about its impact
- To create an environment in which students who are subject to bullying can talk freely to a member of staff, a friend or parent. Friends of those being bullied know to tell a member of staff and that it is right and proper to do so
- To ensure that all claims of bullying are taken seriously and are thoroughly investigated
- To ensure that all cases of bullying receive appropriate action. This will include; informing parents by telephone and in writing, employing an appropriate sanction, counselling for both the student being bullied and the student(s) doing the bullying
- To continue to train students as Peer Mentors as part of our school leadership program. Development and training of students through anti bullying organisations and implementation of 'friendswatch'

Staff

- To ensure that the Pastoral Teams will inform students that bullying will not be tolerated and that firm action will be taken- Assemblies, Pastoral Time, SMSC resources
- All incidents of bullying must be recorded by a member of staff and a clear protocol for action is in place
- Parents will be informed of any incident of bullying.

3. Broad Guidelines:

- A proactive approach to bullying will be taken during the teaching in PSHE and Citizenship lessons.
- Students will be given the opportunity to help update the Anti-Bullying Policy during Anti-Bullying week and through Student Leadership Committee.
- Students will be informed about cyber bullying and the danger of misusing the Internet chat rooms, mobile phone threats by text messaging and phone calls.
- Students will be informed about all forms of bullying directly through assemblies and PSHE sessions
- Outside agencies will be used where necessary to support the student being bullied and the student doing the bullying. This will include intervention from support staff and student leadership.
- Students who bully will face the sanctions outlined on the School Behaviour Policy.
- Embed our Restorative Justice Process to ensure that issues are not just resolved but repaired and students who bully learn and develop.
- Students who persistently bully will face more serious sanctions which could involve exclusion.
- If exclusion is the ultimate sanction this would be referred to the Governor's Disciplinary Sub-Committee.

Anti-Bullying Strategy

Bullying is defined as a campaign of action intended to intimidate, taunt or humiliate an individual or group; or a campaign that results in the individual being intimidated, taunted or humiliated.

- All members of the school community have the right to learn and work free from intimidation and fear.
- All bullying the school is made aware of will be investigated thoroughly and action taken.
- The action taken will be decided by the school in consultation with the students and families affected
- Parents/carers of all those directly involved will be informed or consulted by the school

- The Anti-Bullying strategy is part of the work by the school to stop bullying and will be supported by In` subjects and as part of the Pastoral program and wider PSHCE and SMSC work.
- Any member of the staff of the school who suspects or witnesses bullying will inform the YL's or SLT. The member of staff should also complete a written statement on the day of the incident.
- Any incident of bullying reported to a member of the staff will be referred by that member of staff to Year Leaders and possibly SLT at the first opportunity.
- If the incident involves a breach of the equalities policy (e.g. issues of a racist nature, homophobia or of a sexist nature) it should be brought to the attention of the Year Leaders and link SLT.
- Any action taken by the school will be consistent with the school's behaviour policy.

Bullying can take place anywhere. Because bullying is complex and is often carried out subtly, it may take place in our classrooms.

Bullying may include:

- Physical violence or the threat of physical violence
- Damage to personal property
- Cyber bullying
- Verbal taunts or insults about the individual or that individual's family and home life
- Insulting comments or actions about someone's race, religion, culture, gender, sexuality or beliefs
- Taunting about physical characteristics, learning habits, or abilities
- Deliberately passing on comments about an individual
- Deliberately being dishonest or misleading about a situation to get someone in trouble
- Deliberately undermining the work and efforts of an individual or group
- Deliberate isolation of an individual or group
- Intimidation of an individual by comment, gesture or look

Response to incidents of bullying

- Removal of bully and those affected, including victim, to be a place of safety
- Statements taken from all concerned
- Victims counselled and offered referral to outside agencies
- Parents/carers of victim/s informed or contacted
- Possible temporary exclusion of bully/bullies
- Parents/carers of bullies informed of temporary exclusion.
- Bullies warned of serious nature of bullying
- Groups who have witnessed or colluded in bullying spoken to.
- Use of our 'Restorative Justice' framework to ensure that all parties move forward from the incident
- Accounts to be placed on the files of victims/bullies and others involved
- Teachers of relevant groups and individuals to be made aware of the situation

If the bullying continues, then this will be considered as a grave breach of school conduct and sanctions will be deployed in line with the school's behaviour policy.