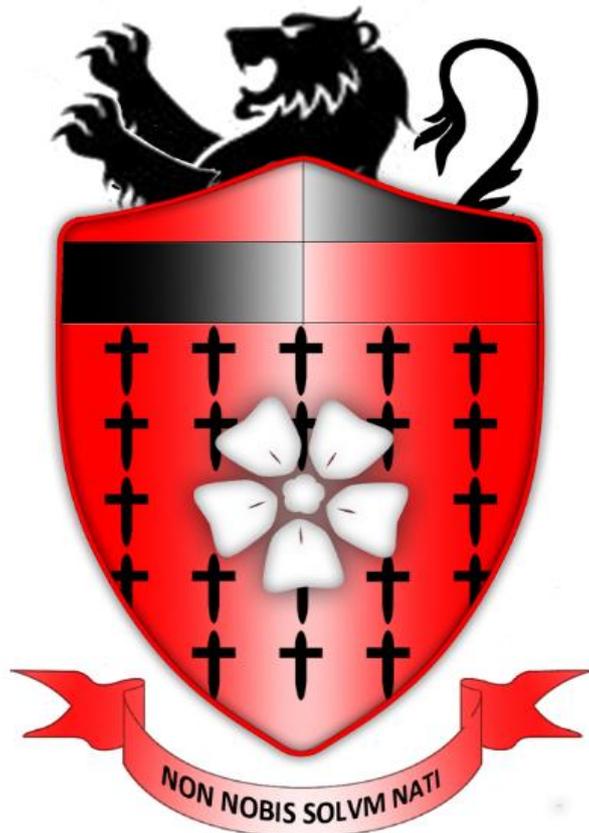


Hornsea School & Language College



Anti-Bullying Policy

Created by:	Kay Sullivan	
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Anti-Bullying Policy (in full)

Introduction

Hornsea School and Language College (HSLC) regards the control and management of all forms of bullying as a key priority in ensuring the safety and well-being of all pupils, and essential to the development of a safe and secure learning environment. In their most recent inspection (Summer 2016), Ofsted found that personal development, behaviour and welfare are a strength at HSLC. All staff at HSLC take seriously the responsibility of school in this regard and the associated responsibilities and duty of care in relation to any form of bullying behaviour within the school community.

This document sets out the school's policy in relation to the issue of bullying. It reflects a belief that bullying is not acceptable and that it is best prevented through the development of a school ethos based on mutual respect, fairness and equality. This is also reinforced through the school's continued investment to instil the importance of respect, tolerance and acceptance through the RESPECT campaign and the British Values agenda. It also acknowledges that bullying behaviour is problematic for the victim and perpetrator alike and embodies support and management strategies that are pragmatic and non-oppressive.

This policy is informed by the following documents:

- Supporting children and young people who are bullied: advice for schools (DfE, 2014)
- Preventing and tackling bullying - advice for Headteacher, staff and governing bodies (DfE, 2014)
- East Riding Children and Young People's Anti-Bullying Strategy 2014-17
- East Riding Council Hate Incident Policy
- Keeping Children Safe in Education (April 2016)

DEFINITION OF BULLYING

'Bullying is behaviour by an individual or group, repeated over time that intentionally hurts another individual or group, either physically or emotionally.' Anti-Bullying Alliance

Different forms of bullying can include:

Verbal: Verbal bullying, or bullying with cruel spoken words, involves ongoing name-calling, threatening, and making disrespectful comments about someone's attributes (appearance, religion, ethnicity, disability, sexual orientation, etc.).

Physical: Physical bullying, or bullying with aggressive physical intimidation, involves repeated hitting, kicking, tripping, blocking, pushing, and touching in unwanted and inappropriate ways

Relational: Relational bullying, or bullying with exclusionary tactics, involves deliberately preventing someone from joining or being part of a group, whether it's at a lunch table, game, sport, or social activity

Cyber: Cyberbullying, or bullying in cyberspace, involves haranguing someone by spreading mean words, lies, and false rumours through e-mails, text messages, and social media posts. Sexist, racist, and homophobic messages create a hostile atmosphere, even when not directly targeting your child

People can be bullied for various reasons including:

- Race
- Gender
- Sexual orientation and identity

- Disability
- Socio-economic status
- Nationality
- Language
- Religion
- Cultural differences e.g. belonging to a Traveller Community
- Just 'being different' even if only in some small way
- Appearance, such as their hair colour, height, weight, the way they dress, physical disfigurement
- Family circumstances, e.g. being Looked After, having parents/siblings who have disabilities

Principles

All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.

There is **no justification whatsoever** for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, gender, sexual orientation, ability are absolutely repudiated as reasons for bullying.

Bullying behaviour is a problem for both the bully and the victim and should be addressed in positive and constructive ways which provide opportunities for growth and development for the bully and victim alike.

Effective management of bullying is a shared responsibility and strategies should involve school staff; parents/carers and other professionals involved with children who are the victims or perpetrators of bullying behaviour.

It is important to invest time and resources in the prevention and management of bullying and staff require advice, training and support to manage it with confidence.

Aims

To fulfil Hornsea School and Language College's statutory responsibility to respect the rights of children and to safeguard and promote their welfare.

To eliminate intimidating behaviour and promote a school ethos in which each pupil is safe and able to realise their full potential

To address the problem of bullying and to bring it under control through the implementation of whole-school policy and procedures. This is reinforced in the school's RESPECT campaign and Positive Discipline..

To reassure parents and carers that Hornsea School and Language College takes their children's welfare seriously and that they are being educated in a safe and secure environment.

Objectives

To develop and implement an anti-bullying policy based on a consistently implemented whole school approach

To raise awareness among staff; parents/carers and pupils about the issue of bullying and the school's attitude towards it, creating an environment in which bullying is seen as inappropriate and unacceptable.

To be proactive in the prevention of bullying.

To make pupils, parents/carers and staff aware of what steps to take when an incident of bullying has occurred.

To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.

To clarify the extent of the problem and ensure that school allocates a proportionate amount of time and energy to bringing it under control.

To accurately record all incidents of bullying and to monitor the effectiveness of strategies for bringing it under control.

To address with bullies their problematic behaviour in a fair and firm, non-oppressive manner, and to provide them with support to enable them to change their behaviour.

Scope and Legislation

Section 89(5) of the Education and Inspections Act (2006) gives Head teachers a specific statutory power to discipline pupils for poor behaviour outside of the school premises and the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops or in a town or village centre.

The Independent School Standards Regulation (2010) ensures that the proprietor of an Academy or School implements an effective anti-bullying strategy. Also, the Equality Act (2010) sets out a list of protected characteristics, including; race, disability, gender, age, gender reassignment, pregnancy and maternity, religion or belief, and sexual orientation. This aims to eliminate unlawful discrimination, harassment or victimisation due to these particular characteristics and advances equality of opportunity between those who share these characteristics, and those who do not. This must be adhered to in a school setting.

Under the Children Act (1989), a bullying incident should be addressed as a child protection concern where there is a 'reasonable cause to suspect that a child is suffering, or likely to suffer from significant harm'. In such cases, the concerns would need to be referred to the local authority children's social care.

Criminal Law

Although bullying is not a specific criminal offence in the UK, it is important to express that some types of harassing or threatening behaviours could be. These are outlined by the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If staff believe that an offence may have been committed, they are required to seek assistance from the police.

Bullying Outside School Premises

Where bullying outside school is reported to school staff, the school will share information with third party agencies such as the police where appropriate. Staff have the power to discipline pupils for incidents outside the school premises 'to such an extent as is reasonable'. It is at the Head teacher's discretion to pass the information onto the police or the Anti-Social Behaviour Coordinator in their local authority.

Prevention

All staff involved in the education and/or supervision of children will be made aware of the issue of bullying and the school will take firm and decisive action when episodes of bullying are witnessed or reported. Staff will constantly reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it.

In addition, the issue of bullying will be raised with pupils at a number of levels including:

- Positive Discipline.
- At whole school level – through assemblies when children will be informed of the school's Anti bullying policy and the actions that will be taken to prevent bullying taking place. At classroom level – tutorials, PHSE and Citizenship
- At individual level – children who are felt to be at risk of bullying (or who have suffered from bullying in the past) may be offered additional support and guidance.
- Children who have bullied others will be given advice and support and taught strategies to enable them to address their unacceptable behaviour
- Hornsea School and Language College recognises that there are particular times when children may be more vulnerable to bullying – lunch, break times and the beginning and end of the school day. Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents.
- Children will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated.
- Parents who believe their children are the victim of bullying should share their concerns with the school at the earliest opportunity and be prepared to work with the school to keep their children safe in future. All expressions of concern will be taken seriously and investigated thoroughly.
- Similarly, if parents believe their child is bullying others, this information should be shared with the school so that the problem can be addressed and a plan agreed to prevent further incidents and the bullying child helped to change their behaviour.
- Regular evaluation and updating of the school policy to take into account developments in technology and methods of bullying can help to create a current, effective policy.
- Implementation of sanctions against those who bully others, taking into consideration reasonable adjustments where necessary, to emphasise the consequences of bullying and reflect the seriousness of the incident to ensure others are aware that bullying is unacceptable.
- Clear guidance to staff on how to respond to and record incidents of bullying
- Effective work with the wider community such as the Police and Children's Services where bullying is particularly serious, persistent or where a criminal offence has been committed.
- Availability for pupils to report incidences of bullying so they are assured they will be listened to. This can be achieved by ensuring staff use a calm, person-centred approach without passing judgment. It is also important to provide a variety of different methods for pupils to contact staff safely and confidentially, such as via e-mail, the telephone or face to face. Links are available on the school website, including access to the 'Bullying UK' website

All of these preventative strategies operate within a school ethos founded on equality, fairness and respect for others in which individual differences are celebrated and seen as a source of enrichment. In order to help children learn and develop appropriate responses to others, all staff at all times will treat each other (and children, parents and carers) with courtesy and respect and will model appropriate and acceptable behaviour.

Partnership

Hornsea School and Language College believes that the best outcomes for children generally are achieved when professionals can work effectively in partnership with parents. This belief holds equally in relation to child protection concerns. Hornsea School and Language College believes in

open and honest communication and will always share with parents any information or concerns that they have about their children at the earliest opportunity.

Parental involvement

Hornsea School and Language College is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs.

Hornsea School and Language College recognises the important influence which parents/carers have on their children and would wish to enlist their support when their child is involved in bullying – either as victim or a perpetrator.

Parents are at times the ones to report bullying incidents to the school. With this in mind, Hornsea School and Language College strives to provide the following at all times:-

- Reception staff and other staff taking phone messages, notes or receiving visitors have been trained in school systems and procedures, and are clear about steps to be taken.
- Reception and other staff are sensitive to the emotional needs of parents making contact with the school about incidents of bullying.
- Parents have confidence that staff will act promptly, take the concern seriously and not take action which makes the situation worse for their child.
- Staff take actions to agreed timescales and report progress to parents.

Implementation

Hornsea School and Language College is committed to creating an environment free of bullying and will ensure that in cases involving bullying, firm and decisive action will be taken. All staff involved in the teaching and/or supervision of children will take responsibility for addressing incidents which fall within the school's definition of bullying and ensure that the victim receives what support is required; the bully is informed of the unacceptability of his/her behaviour and a record is made of the incident.

All children need to be aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported. Work will be undertaken promptly to address the concerns and prevent any escalation or continuation of bullying behaviour.

Post incident responses for the victim

When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated.

Hornsea School and Language College will offer a proactive, sympathetic and supportive response to children who are the victims of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:

- immediate action to stop the incident and secure the child's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the victim is not responsible for the behaviour of the bully
- strategies to prevent further incidents
- extra supervision/monitoring
- peer mediation/peer mentoring
- informing/involving parents
- arrangements to review progress

For the perpetrator

Hornsea School and Language College takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way. Hornsea School and Language College does not believe that the use of punishment is always the most effective way to manage this problem, but is of the view that at times, the positive use of sanctions can be useful in demonstrating to bullies that their behaviour is unacceptable and in promoting change. Restorative Practice has been used effectively, towards best long term outcomes for the perpetrator and victim alike.

Hornsea School and Language College 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
- detention
- Daily report
- removal from class/group
- withholding participation in sports or out of school activity (if not essential part of curriculum)
- parents informed
- counselling/instruction in alternative ways of behaving
- adult mediation between the perpetrator and the victim (provided this is safe for the victim)
- fixed periods of exclusion
- permanent exclusion (in extreme cases which may involve violence)
- rewards/positive reinforcement for children in order to promote change and bring unacceptable behaviour under control

Severe Impact of Bullying

In some circumstances the consequences of bullying may lead to the young person experiencing profound social, mental or emotional health difficulties. Hornsea School and Language College will make appropriate provision for a child's short term and long term needs.

In extreme cases where the effects of bullying are so severe that reintegration into school is not possible, other arrangements must be made for the pupil to continue their education. This may involve a transfer to another mainstream school, however if this is not possible due to the nature of the effects, then alternative provision would be required. Local authorities must make arrangements for children of compulsory school age who would not otherwise receive suitable education.

Monitoring and evaluating

Each incident of bullying falling within the school definition will be recorded. Any incidents with a racist, sexist, disablist or homophobic element will be identified in line with the school's Single Equality Policy.

Senior leadership and Governors will evaluate the effectiveness of this policy and agree adjustments that may be necessary to address any ongoing concerns. These will be shared with staff, parents/carers and pupils.

How do we ensure that people are aware of the Policy?

- Formal acceptance by the Governing Body
- This policy will be issued to staff and made available to staff, parents and students on the HSLC website
- Students will be made aware of the Governors' acceptance of the policy, thereby advertising the policy to all and made available to staff/parents/students in the Policies section on the HSLC website. Aspects of the policy are delivered: by means of the curriculum; via assemblies; and by the work of the Student Voice and Coaches. All students receive anti-bullying guidance at the start of the academic year.
- Bus drivers are made aware of expectations through 'Buswise' and operate within the parameters of such guidelines and procedures
- Parents will be informed via the HSLC website as well as transition events
- Lunch Supervisors will be informed on an annual basis
- HSLC will engage with Anti Bullying initiatives as and when available

Useful Resources and Contacts:

THE ANTI-BULLYING ALLIANCE (ABA):

Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues

<http://www.anti-bullyingalliance.org.uk>

BEAT BULLYING:

A bullying prevention charity with an emphasis on working directly with children and young people. In addition to lesson plans and resources for parents, BeatBullying have developed a peer support programme for young people affected by bullying.

<http://www.beatbullying.org>

KIDSCAPE:

Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

<http://www.kidscape.org.uk>

NSPCC

Helpline to talk to child protection officers

0808 800 5000

Text to 88858

CHILDLINE

24 hour helpline for children and young people under 18 providing confidential counselling

0800 1111

www.childline.org.uk

PAPYRUS

Offers a helpline for anyone who is concerned that a young person is suicidal

0870 170 4000

www.papyrus-uk.org

MIND

Information on mental health

030 123 3393

www.mind.org.uk

NHS 24

24 hour advice

08454 24 24 24

SAMARITANS

Confidential emotional support for anybody who is in crisis

08457 90 90 90

www.samaritans.org.uk