Anti-Bullying Policy

Title	Anti-Bullying Policy
Author/Owner	Deputy Headteacher – Behaviour and Attitude
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Contents

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1. Introduction

Chase High School (CHS) acknowledges that to allow or condone bullying may lead to consideration under Child Protection procedures.

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group, either physically or emotionally and results in another person being fearful, anxious or unhappy, threatened, upset or belittled. This includes all acts of physical, verbal, psychological and emotional aggression or harassment. Examples may include:

> • Physical abuse of others through hitting, kicking or theft;
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> • Verbal abuse of others through name calling and sexual comments;
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> • Cyber abuse of others through social media or text messaging;
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> • Psychological abuse of others through spreading rumours, excluding someone and victimisation;
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> • Discrimination of others because of religious beliefs, race or gender;
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> • Peer pressure or group bullying of others.

As detailed above, bullying can take many forms and is often motivated by prejudice against particular groups, for example, on grounds of race, religion, gender, sexual orientation, Special Educational Needs or Disabilities (SEND), or because a child is adopted, in care or has caring responsibilities.

It might be motivated by actual differences between children, or perceived differences.

Bullying is recognised by CHS as being a whole-School issue.

CHS's aim is to promote an ethos of zero-tolerance to bullying in any form, whereby all adults and pupils work towards eradicating it. This is done by providing:

- Support to all parties – the perceived victim and the perpetrator together with people involved on the periphery;
- An atmosphere conducive to supporting each other through trust and confidence in the system that deals with incidents;
- A clear process that is followed through methodically offering both supportive and, where necessary, punitive measures;
- Key staff available to listen to ,and act upon, information shared. The CHS ethos means that, in most instances, pupils know to report any bullying to their Tutors, in the first instance, or to their Year Leader or Deputy Year Leader;
- Pupils – CHS strongly believes in the positive role that pupils can play in combatting bullying. To this end, Student Voice and School prefects play a prominent role at CHS in the areas of Peer Listening, Anti-Bullying and eSafety support and training are provided with members of these two groups coming from all years.

All stakeholders need to be assured that:

- Action is taken over specific offenders;
- Assistance of outside agencies is sought, where appropriate;

- Staff monitor and liaise with each other to facilitate counselling of both victims and bullies and inform staff/pupils and parents/carers of action taken.

2. Aims

Bullying is wrong and damages children.

As a school, CHS must, therefore, do all that it can to prevent it, and this is, primarily, achieved through the development of its afore-mentioned zero-tolerance approach.

CHS aims to create a safe and secure environment, where all pupils can learn without anxiety, and where relationships are based on mutual respect, tolerance and understanding.

This Policy aims to produce a consistent attitude and response towards bullying from all members of the CHS community. CHS aims to make all those connected with the School aware of its zero-tolerance to bullying, and clarifies each person's responsibilities with regards to bullying.

CHS promotes a culture where all adults and children are valued and are treated fairly.

The aims of the Policy are to:

- Raise awareness of bullying, its causes and effects, and the consequences of such actions;
- Set a code of practice for investigating, recording and dealing with incidents;
- Identify the responsibilities of all stakeholders in the dealing with and prevention of bullying;
- Promote measures that help to stop bullying.

3. Raising Awareness

This is included in:

- Tutor time - through modules specifically related to bullying, its causes and consequences, together with individual responsibilities in helping to eradicate it. Where issues arise, they are discussed and pupils in the Tutor Group are asked to support each other through difficult times;
- Assemblies - causes, effects and procedures adopted in CHS together with the names of key workers.
- Student Voice and School prefects - these two important pupil forums work alongside staff in promoting an anti-bullying message in CHS.
- Meetings - a regular agenda item involving all levels of School Council;
- Awareness raising - all areas where an incident is highlighted. All staff raise awareness as needed;
- Onsite imagery - posters around the CHS site detailing where help can be sought both in School and through support agencies;
- Training - through Continuous Professional Development (CPD) for all staff in training sessions, briefings and bulletins.

All staff strive to be alert to classroom behaviour and social interaction between pupils, dealing with incidents immediately in order for a situation to cease. All staff promote a positive and mutually supportive atmosphere that does not accept bullying of pupils in any form.

4. Investigating Incidents

- Each report is taken seriously and advice and support are given to the parties involved in order that all aspects can be considered;
- Action is taken, as appropriate, once all information has been received. This may involve a delay to consider the options, or to take further advice;
- An explanation is given to both parties about the course of action, which is to be taken;
- All incidents of bullying are recorded and kept on the pupil's file and on CPOMS;
- Serious incidents, involving physical assault or repetitive acts, are reported to the Head of Year and incident reports are completed at the earliest opportunity;
- Parents/carers are kept informed of incidents and actions taken – both punitive and supportive measures;
- Depending on the severity of the case, CHS' position is that parents/carers may be advised to contact the police to request an incident number, should the need arise.

5. Roles and Responsibilities

The Role of the Headteacher

It is the responsibility of the Headteacher (HT) to implement the CHS anti-bullying strategy, and to ensure that all staff are aware of the CHS Anti-Bullying Policy and know how to deal with incidents of bullying. The HT has the primary responsibility for ensuring that pupils know that bullying is wrong, and that it is not tolerated at CHS. This awareness is promoted via a number of methods, including whole-School assemblies, delivery through the curriculum, and when dealing with specific incidents of inappropriate behaviour. The HT has specific responsibility for developing a School climate of mutual support and praise, thus making bullying less likely. When pupils feel that they are important and belong to a friendly and welcoming school, bullying is far less likely to form part of their behaviour. Informal communications between staff, and with parents/carers, are undertaken immediately a bullying issue arises. Where appropriate, this is shared with other members of staff, and ways of addressing individual problems are discussed.

The Role of all Staff Members

Everyone has a collective responsibility for discouraging and responding to any incidents of bullying. All members of staff should:

- Be vigilant for signs of bullying and deal with every incident, which is brought to their attention, recording all observations and forwarding the information to the appropriate person.

There are staff available for consultation if pupils are worried about any form of bullying - Form Tutors, Year or Deputy Year Leaders, Learning Support Assistants, Subject Teachers, Peer Mentors, Education Welfare Officer, Safeguarding Team and Resilience Coaches.

The Role of Pupils

- Speak to someone if they are aware of someone being bullied. In most cases, the Tutor is the first person that the pupil speaks to. This could also be another adult or another pupil (Form Representative, School Council Representative, Prefect);
- Report incidents of bullying to a member of staff;

- Seek help if they recognise themselves as having bullying tendencies. This help explains why a person bullies, and provides strategies to enable a person to stop;
- Acknowledge that, if everyone works together, the School can put a stop to people feeling sad, worried or frightened at CHS.

The Role of Parents/Carers

Parents/carers have a responsibility to support the CHS Anti-Bullying Policy, and to actively encourage their children to be responsible members of the School community. They should:

- Contact the Tutor if they have any concerns that their child is a victim or a bully. If CHS is not informed, it cannot act;
- Support the actions of CHS if their child is identified as a bully in order to address the situation and support their child and the school by using agreed strategies at home;
- Support their child by showing an interest in their class work and homework, and encouraging them to talk about their school day;
- Encourage their child to join a club or activity to make use of all the opportunities available and to meet new friends;
- Try to ensure that their child has the correct school uniform and equipment and is not made to feel different in any way.

The Role of the Local School Committee

- To support the HT in the deployment of anti-bullying strategies;
- To review this Policy on an annual basis.

6. Monitoring

The Year Team raises any issues relating to bullying regularly at Tutor Briefings and passes on ideas and queries to the Directors of Key Stages. All incidents reported and investigated are fully documented, with copies placed on all parties' files, and on CPOMS.

7. Review and Evaluation

This Policy is discussed by staff as and when appropriate.

The School Council is involved in the review and evaluation of this Policy, and also ascertains how pupils feel and presents ideas for revising and improving both policy and practice.