



Anti-Bullying Policy

2016/2017

School	BEDALE HIGH SCHOOL
Headteacher	Mrs S Rees

Named personnel with designated responsibility for this policy

Academic year	Designated Senior Person	Nominated Governor	Chair of Governors
2014/15	Mr M Jolley	Mr G Price	Mr G Price
2015/16	Ms Haydon	Mr G Price	Mr G Price
2016/17	Ms Haydon	Mr G Price	Mr G Price

Policy Review dates

Review Date	Changes made	By whom	Date Shared with staff
2016	Full review of policy	Ms Haydon	November 2016

BEDALE HIGH SCHOOL ANTI-BULLYING POLICY

Statement of the School Ethos

This school believes that everybody should be appreciated and valued for who and what they are. The school believes that any form of bullying is always unacceptable and that claims of bullying will always be taken seriously and acted upon. This policy is also a statutory requirement of the Education and Inspections Act 2006.

What is Bullying?

- Bullying can take many forms. It can be physical, mental, verbal and can be done by an individual or a group.
- Anyone can be a bully and anyone can be bullied.
- Bullying can take place anywhere, from buses to the school grounds and at anytime.
- Mobile phones and the internet can be used to bully.

Definition of Bullying

Any behavior that makes you feel threatened, uneasy or unhappy is bullying. There are four main features of bullying that are always present:

- There is deliberate aggression.
- There is an unequal balance of power (the recipient feels they cannot defend themselves).
- The aggression results in pain or distress.
- It is repeated over a period of time.

Bullying is not:

- Teasing and banter between friends without intention to cause hurt.
- Falling out between friends after a quarrel or disagreement.
- Behaviour that all parties have initially consented to and enjoy.

Types of Bullying:

Direct

- Physical – attack, hitting, kicking, pinching, pushing/shoving/barging, taking possessions etc.
- Verbal – name calling, teasing threats, spreading rumours, stories etc.
- Non-verbal – ignoring or leaving out, offensive gestures, facial expressions etc.

Indirect

- Cyber-bullying – texts, picture/video clips, phone call, email, instant messaging, chat rooms, social networking sites etc.
- Prejudice or identity driven bullying or harassment.
- Disability/Special Educational Needs.
- Gender – sexist, sexual and transgender.
- Race, religion and culture.
- Sexual orientation.
- Socio economic background.

What Bullying Can Do

Bullying can make people:

- Feel frightened to walk to or from school.
- Unwilling to come to school.
- Perform poorly in class.
- Become withdrawn, start stammering, stop eating.
- Become easily distressed and cry.
- Have nightmares, lose sleep, become disruptive or aggressive.

Who Might See Bullying Take Place in School

- Everybody involved with the school might see bullying take place. Students, bus drivers, lunchtime supervisors, teachers, teaching assistants, pastoral managers, support staff and House Captains, Heads of House, Community Leaders all have a part to play in preventing bullying behavior and making Bedale High School a **safe** and **secure** environment for everyone.
- It is important that incidents are dealt with either immediately or at the earliest opportunity. All incidents should be recorded and those involved helped.

Responding to Bullying

We have a responsibility to respond promptly and effectively to issues of bullying. We will encourage pupils to report incidents of bullying by:

- Promoting an awareness that bullying is wrong and must be reported if we see bullying take place.
- Make it easy for students and staff to report incidents of bullying confidentially.
- Record all incidents of bullying and the response made.
- Respond quickly and investigate reports of bullying.
- Provide training for staff in order for an appropriate response when incidents come to their attention.

Strategies to Prevent Bullying

The school will strive to deliver high quality teaching/learning with clear focus on positive relationships. Other strategies include:

- Vertical Tutoring which is designed to encourage a positive and supportive relationship between older and younger students. This includes the Student Mentor System (Years 7 and 11 and Induction Day in September).
- The Student Support Team including the Behaviour Reflection Room Coordinator, Pupil Premium Mentor, Heads of House and Learning Mentor.
- Life skills explored through the General Studies programme.
- The Senate.

Recording and Monitoring of Bullying

- The member of staff dealing with the bullying incident will record it on a central database.
- The Leading Learner will also record bullying in the student files.
- Serious incidents of bullying will be referred to the aggressors' parents and the victim's parents. Done by letter or phone as appropriate, on the day the incident is reported.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Anti-Bullying Procedures at Bedale High School

These are a list of actions which will support our Anti-Bullying Policy:

- A leaflet 'Bedale Bullying Council' – a helpful guide for students, parents and carers regarding bullying issues will be circulated to students/parents/carers annually.
- Anti-bullying presentations will take place throughout the year in assemblies to highlight the impact that bullying has on people.
- The Bedale Bullying Council will work closely with the House Captains, Student Head of House and Year 11 mentors in listening to students with concerns about bullying and promoting awareness that bullying is wrong and needs to be report.
- A drop in office will be available at break and lunchtimes manned by trained staff or students. Anyone with concerns about bullying will be able to drop in and chat to someone who may be able to help.
- Bullying boxes are placed in the Leading Learners office for students to report bullying issues confidentially.
- Staff will patrol sensitive areas at break and lunch and there will always be safe areas for students to go to. The LRC, the Base and the anti-bullying room.
- The school will support anti-bullying week each year and ensure bullying is a focus throughout the school and students know it is wrong and will be dealt with.
- Students will be regularly surveyed about their experiences of bullying both in school and out. The results will be analysed and acted upon. We will annually gather information on bullying through our student and parent survey through Children and Young People's Health & Wellbeing Survey, an annual survey led by the Local Authority. This gathers information on a range of issues of which bullying is one. The feedback from these surveys and other internal surveys will inform our practice and procedures.

What to do if you are bullied and who to turn to

If you are bullied, you can talk to a friend, a member of your family, your Leading Learner, a teacher, a Pastoral Manager or someone else whom you trust. You could also telephone a counselling service such as Childline Call 0800 1111.

Your Form Tutor, Head of House or key worker will always listen to students who feel they have been treated unfairly by other students or adults.

Student mentors in Year 11 are available to listen to students who seek support and a sympathetic 'ear' from among their peers. Our Dales Scholars are trained volunteers who are committed to ensuring Bedale High School is a safe environment.

What you can do to help

Adults

- Remove them from immediate danger.
- Listen to them and refer to Pastoral Manager or appropriate designated person.
- Find out what has happened and agree a strategy to find positive solutions.

Peers

- Tell an adult or older student.
- Tell the bully to stop if it is safe to do so.
- Encourage the bullied person to seek help.
- Walk away with the bullied person and encourage them not to react. Reaction is vital to the bully – **it is pointless without a reaction.**

Cyber Bullying

This section refers to the misuse of technology which results in you feeling threatened, uneasy or unhappy. Mobile phone texting and social networking sites are two particular areas that can be misused in this way. This often happens at home.

If you are bullied in this way, follow the guidelines below:

- Never reply to an unwelcome text or chat room message.
- Do not delete the message; if possible print it out.
- Inform an adult at home.
- If the messages continue, the adult can contact the site provider (many now have formal complaints procedures) and report the messages.
- Consider involving the police.
- Tutors, Heads of House and Pastoral Managers will also be available if you wish to speak to them. This is particularly important if it is affecting your school life.
- Further advice and detail on how to deal with cyber bullying can be found on the website: www.anti-bullyingalliance.org.uk. The Department for Children, Schools and Families (DCSF) has produced comprehensive advice on Cyberbullying. This can be found on www.digizen.org/cyberbullying.

Review and Promotion of the Policy

This policy will be updated annually and The Senate will be asked to discuss ideas and to monitor the policy.

Roles and Responsibilities

Governors

The School Governing Body is responsible for the Anti-Bullying Policy and for ensuring that it is regularly monitored and reviewed. The Governing Body will:

- Support the Headteacher and the staff in the implementation of this policy.
- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.
- Appoint a member of the Governing Body to have a specific responsibility for bullying.

Headteacher and College Senior Management Team

The Headteacher is responsible for implementing the Anti-Bullying Policy and under the Education and Inspections Act 2006 for:

- *"Determining measures on the behavior and discipline that form the school's Behaviour Policy"*
- *"Encouraging good behavior and respect for others on part of pupils and, in particular, preventing all forms of bullying among pupils"*

It will become a statutory responsibility for schools to record all bullying incidents.

The Headteacher will ensure that:

- Bullying behavior is addressed in the school's behavior and discipline policy.
- Bullying is addressed as an issue in the curriculum.
- All staff receive training that addresses bullying behavior.
- The Governing Body is regularly provided with information regarding issues concerning behavior management including bullying.

- A senior staff member is appointed to be responsible for the monitoring of the policy and anti-bullying strategies.

Staff

Staff have a vital role to play as they are at the forefront of behavior management and supporting children's sense of personal safety and well-being in school. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

All members of staff will:

- Provide children with a good role model.
- Provide children with a framework of behavior including class rules which supports the whole school policy.
- Emphasise and behave in a respectful and caring manner to students and colleagues, to set a good tone and help create a positive atmosphere.
- Always be aware and take action when there are concerns about bullying.
- Report and record all allegations of bullying following the school's procedures.
- Ensure pupils, and where appropriate, parents/carers are given regular feedback on the action being taken.

Parents/Carers

We expect that parents/carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school and that they will support us in helping us meet our aims. We want them to feel confident that everything is being done to make sure their child is happy and safe at school. We expect parents/carers to:

- Keep informed about and fully involved in any aspect of their child's behavior.
- Contact the school immediately if they know or suspect that their child is being bullied, even if their child has asked for 'secrecy' and work in partnership with the school to bring an end to the bullying.
- Contact the school if they know or suspect that their child is bullying another pupil.
- Share with the school any suspicions they have that bullying is taking place even when it does not directly involve their child.
- When a parent/carer has concerns relating to bullying, they should report them to the Pastoral Manager for that year group.

Students

Without the support of our students, we will not be able to prevent bullying. That is why our students will be consulted and will participate in the development, monitoring and review of anti-bullying policy and strategies. We want our students to feel confident that everything is being done to make school a safe and secure environment for them to achieve and learn. We want our students to feel that they are supported in reporting incidents of bullying and be reassured that action regarding bullying will take place.

We expect that Students:

- Will support the Headteacher and staff in the implementation of the policy.
- Will not bully anyone else, or encourage and support bullying by others.
- Will tell an adult if they are being bullied, usually either a member of staff or parent/carer.
- Will act to prevent and stop bullying, usually this is through telling an adult if they know or suspect that someone else is being bullied. Students must recognize that being a "bystander" is not acceptable and understand how their silence supports bullying and makes them in part responsible for what happens to the victim of bullying.



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Restorative Practice:

1. Responding to the alleged perpetrator:

- What happened?
- What were you thinking about at the time?
- What have been your thoughts since?
- Who has been affected by what you did?
- In what way have they been affected?
- What do you think needs to happen next?

2. Responding to those allegedly wronged:

- What happened?
- What were your thoughts at the time?
- What have been your thoughts since?
- How has this affected you and others?
- What has been the hardest thing for you?
- What do you think needs to happen next?