



Anti-Bullying Policy

Applicable to:	✓	Astley Community High School
		Seaton Sluice Middle School
		Whytrig Middle School
Approval body:	Governing Body	
Effective date:	September 2013	

Status:

Statutory policy or document	Advised in statutory guidance
Review frequency	Governing Body to determine
Approval by	Governing Body

Publication:

Statutory requirement to publish on school website	No
Agreed to publish on school website	Yes

Version Control:

Revision Record of Approved Versions			
Author	Creation Date	Version	Status
Assistant Headteacher (GS)	September 2013	1.0	Final approved version
Changed by	Revision Date		
Assistant Headteacher – Student Support (GS)	30 September 2015	1.1	Revised version to include updated roles.

Review Date	
Frequency	Next Review Due
Three years	September 2018

Legal Requirements

The school has a duty of care to provide a safe physical and emotional environment for all of its pupils.

- **All agencies and organisations working with children and young people** (including schools and colleges) must have regard to the need to safeguard and promote the welfare of children, helping them to 'stay safe' from bullying and discrimination (Children Act 2004).
- **Human Rights Act 1998**
Amongst other articles, this Act prohibits torture, inhuman and degrading treatment and states that all citizens must have access to their rights without discrimination.
- **Equality Act 2010**
This introduced 'a positive duty' on all public bodies to eliminate unlawful discrimination, harassment and victimisation; to advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not share it.
- There will be some cases when bullying stops being bullying and becomes a **crime**. Serious physical assaults, sexual assault, racist or homophobic abuse for example can all be criminal activity, under the **Protection from Harassment Act 1997** or the **Offences Against the Person Act 1861 (as amended)** for example.

Need for an Anti-Bullying Policy

Bullying can be found in every school in the country. It is part of the way young people interact in society. We must recognise its extent and impact and take steps to stop it happening. When bullying is ignored or downplayed, pupils will suffer ongoing torment and harassment. It can cause life long damage to victims.

A school's failure to deal with bullying endangers the safety of all its pupils by allowing a hostile environment to interfere with learning. There is clear unambiguous evidence that school action can dramatically reduce the incidence of bullying.

Recognise that those who fail to change (bully & victim) will continue to adopt same thought patterns and behaviour in work place and throughout life.

Every Child Matters

Children and young people being bullied are:

- Less likely to 'Be healthy'
- Less likely to 'Stay Safe'
- Less likely to 'Enjoy and achieve'
- Less likely to 'Make a positive contribution'
- Less likely to 'Achieve economic well-being'

Definition and Criteria of Bullying

Bullying occurs when an individual or group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone.

This includes:

- Physical assault against a person or group because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- Derogatory name calling of an insulting and / or personal nature.
- Verbal abuse and threats
- Demanding money, material goods or favours by means of threat or force.
- Ridiculing an individual because of physical, economic, sexual, intellectual, cultural or racial difference.
- Graffiti designed to intimidate or embarrass
- Incitement of others to commit acts of bullying
- Non-verbal e.g. menacing looks
- Racist, sexist and homophobic behaviour
- It may involve the use of mobile phones or the internet – Cyberbullying.
- Deliberate exclusion or isolation of an individual or a group
- Attack on or defacement of property belonging to an individual/group

Pupils who are being bullied may show changes in behaviour, such as becoming anxious and withdrawn, having a series of unexplained minor illnesses, taking unusual absences, being frightened of walking to and from school and lacking confidence. There may be changes in work patterns, lacking concentration or truanting from school.

Aims

At Astley Community High School, we aim to:

- Provide a safe, secure, intimidation-free environment through organisation and prevention.
- Promote an anti-bullying ethos amongst the whole school community. Bullying will be taken seriously and dealt with promptly.
- To promote an environment and enact procedures which encourage bullied pupils to report the experience. We guarantee the safety and respect the rights of bullied pupils by listening, reassuring and thoroughly investigating reported incidents
- Consider the support needed by the bully and make an appropriate response to those needs.
- Develop the self-confidence and self-esteem of all pupils.

Implementation

All staff and pupils must be alert to signs of bullying and act firmly and promptly against it in accordance with the school policy

The following steps should be taken when dealing with an incident:

- All suspected or reported incidents of bullying will be taken seriously and treated sensitively by the member of staff who has been approached.
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident must be recorded and given to the Student Progress Leader (SPL). Support should be offered to the pupils involved to produce a written report.

- The SPL will interview all concerned and will record the incident in the Behaviour Log book in the relevant Year office. The SPL, at appropriate times in the year, will forward the details of all bullying incidents to County Hall in accordance with procedure.
- Form tutors and the pupils concerned will be kept informed and, where appropriate, subject staff will be advised too.
- Parents of all parties will be notified and kept informed.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff
- Reassurance
- Offering continued support with a member of staff, if necessary
- Restoring self-esteem and self-confidence
- Referral to external agencies or School Nurse if appropriate
- Offering continuous support and advice to parents
- Finding out whether **they** have been bullied and whether **they** are unhappy

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and the need for change
- Informing parents / carers to help change the attitude of the pupil
- Referral to BLISS mediation or other appropriate external agencies where appropriate

The following disciplinary steps can be taken:

- Detentions, with work set that addresses some of the issues around bullying, control and power
- Pupils may be sent home pending the outcome of the investigation
- Exclusion from certain areas of the school
- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion

SPLs are expected to use the following procedure in dealing with repeated incidents of bullying:

Stage/Offence 1 Verbal Warning and parents contacted by phone.

Stage/offence 2 Written warning and parents invited in for meeting.

Stage/offence 3 Either internal or external exclusion depending on the nature of the offence.

Obviously we reserve the right to escalate a particular sanction depending on the nature of the offence.

Within the curriculum, the school will raise awareness of the nature and impact of bullying through inclusion in PSHE, Form Tutor time, assemblies and subject areas, where appropriate, in an attempt to reduce and raise awareness of such behaviour. We will draw the attention of pupils to the school diary which contains information on bullying, which includes cyber bullying. Parents will receive information on watching for signs of bullying and what to do as part of the school diary. As a school we will also engage in National Activities that promote the Anti-Bullying message, e.g. **Anti Bullying Week**.

All year 9 students will also receive 2 sessions with Emma Rudd on the topic of homophobic bullying within enrichment on Wednesday afternoons.

The seriousness of the incident, / whether bullying is persistent or an isolated occurrence, will have an impact on the sanctions applied.

The Role of the Bystander

The whole school community, including pupils, teachers and other members of staff have a responsibility to report any incident of bullying if they witness it or know of its existence.

Monitoring and Evaluation

The SPL will be responsible for monitoring the number, type and results of incidents and will engage with Northumberland County Council, at appropriate times, to share the statistics.

The school will formally review this policy at least every three years and monitor its implementation and effectiveness on an annual basis.