

Anti-Bullying Policy

Introduction

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. Under the Equality Act 2010 it is against the law to discriminate against anyone because of: age, being or becoming a transsexual person, disability, race including colour, nationality, ethnic or national origin, religion/belief or lack of religion/belief, sex and sexual orientation.

A 'hate incident' is any occurrence that is perceived by the victim, or any other person, to be due to any of the following:

- race
- disability
- gender identity
- sexual orientation (including discrimination against transsexual or transgender people)
- religion
- beliefs

This is not only limited to a personal attack. Name calling, violence, property attacks (such as graffiti), verbal attacks and abusive messages - either by phone, mail or via the internet - can also be seen as hate incidents. All such incidents must be reported and recorded appropriately.

No-one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic achievement and social development right through into adulthood.

At The Hamble School, we are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere free from oppression and abuse.

Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at our school and **will not** be tolerated. All students should feel able to tell and, when bullying behaviour is brought to our attention, prompt and effective action will be taken. We are a **TELLING** school. This means that **anyone** who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately.

We understand that complacency regarding bullying is always unacceptable, and that the vigilance of colleagues and peers is key to preventing and dealing with bullying. The support of parents and carers is a crucial factor in any individual case. Our school is one community and, regardless of our perception of others, every member of our community has a responsibility to conduct themselves in the name of teamwork and mutual respect.

What Is Bullying?

“Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying”. (Torfaen definition 2008)

There is no legal definition of bullying. It is, however, usually defined as behaviour that is:

- repeated
- intended to hurt someone, either physically or emotionally
- often aimed at certain groups, eg because of race, religion, gender or sexual orientation.

It takes many forms and can include:

- emotional
- physical
- verbal
- cyber
- social

At The Hamble School we define bullying as any **repeated** behaviour that exploits an imbalance of power and is **intended** to hurt someone either physically or emotionally.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be bullied. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Aims of this Policy

- To eradicate bullying and tackle it and its effects with impact and care.
- To ensure that all governors, teaching and non-teaching staff, students and parents have an understanding of what bullying is.
- To ensure that all governors and teaching and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported.

- To ensure that all students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- To ensure that, as a school, we take bullying seriously and assure students and parents that they will be supported when bullying is reported.
- To emphasise our message that bullying will not be tolerated.

Prevention of bullying and raising awareness of bullying issues

At The Hamble School we seek to raise awareness of bullying, educate students about the harm that bullying causes, and ensure that they understand that bullying will not be tolerated, and bullies will not be protected. We stress the important message that “to ignore is to condone.” We seek an open school where parents and students have several vehicles to report concerns. Awareness is raised through:

- The use of “No To Bullying” (NTB) prefects
- The positioning of “bullying boxes” around the school so that students can easily report concerns. These are checked by the prefects and students are counselled by trained prefects as required.
- The prolific use of our “No To Bullying” (NTB) tagline on posters and other materials.

Education to prevent bullying and promote tolerance is provided throughout a student’s time at The Hamble School and appropriate behaviours will be reinforced in lessons and around the site. Curriculum opportunities are used to address bullying through:

- Anti-bullying week (November) tutor activities
- School diversity week (July)
- E-Safety prefects
- Well-being and No To Bullying prefects
- Assemblies, including Anti-bullying week and National Safer Internet Day and specific assemblies on LGBT and tolerance
- A range of subject areas such as PSHRCE, History, RE and English
- Involvement of outside groups
- Tutor activities
- Peer support (NTB Prefects)

Students are encouraged to develop and understand:

- Patience
- Empathy
- Co-operation
- Understanding

As well as the British values shown below:

- democracy
- the rule of law
- individual liberty
- mutual respect for and tolerance of those with different faiths and beliefs and for those without faith.

Implementation

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear and precise account of the incident will be recorded and given to the relevant member of staff. This could be a Head of Year, member of the Harbour Team or Leadership Team.
- The relevant member of staff will interview all concerned and will record the incident. Our incident referral system (Class Charts) will be used to record incidents of bullying and this database will be monitored for patterns of behaviour by the Pastoral Team and Deputy Headteacher, and intervention put in place by the relevant Heads of Year and/or Harbour Team.
- Tutors will be kept informed and, if the bullying persists, the appropriate subject teachers will be informed.
- Parents will be kept informed.
- The adopted approach will seek to defuse bullying situations and focus on restorative justice where this is appropriate.
- Sanctions will be used as appropriate and in consultation with all parties concerned
- If necessary and appropriate, police will be consulted.

Students

Students who perceive that they have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their tutor or a member of staff of their choice.
- Reassuring the student.
- Offering continuous support.
- Helping to find strategies for resilience, high self-worth, high self-value and confidence.
- Being reassured that the issues will be dealt with according to our Behaviour Policy.
- Providing the opportunity to discuss the situation with trained peers.

Students who have bullied will be helped by:

- Discussing what happened.
- Discussion of any current difficulties they may be experiencing.
- Discovering why the student became involved.
- Establishing the wrong doing and the need to change.
- Informing parents or guardians to help change the attitude and behaviour of the child.
- Use of appropriate sanctions.
- Use of restorative justice so that they gain better understanding of the harm they have caused.
- Referral for counselling, or to other specialist agencies, to modify behaviours and attitudes.

Students who witness bullying should:

- Challenge incidents of bullying where it is safe and appropriate to do so.
- Report the bullying to their tutor, a teacher or other trusted member of staff.
- Report the bullying via the staysafe@thehambleschool.co.uk e-mail address if they are not comfortable talking directly to staff. A Head of Year or member of the Harbour Team will then contact them for further details and clarification.

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Detention
- Exclusion from certain areas of school premises
- Loss of unstructured time such as breaks and lunch times
- Internal exclusion
- Intervention work
- Intervention at a local Pupil Referral Unit
- Behaviour Support Plan
- Behaviour support move
- Fixed-term exclusion
- Permanent exclusion

Behaviours of staff

All colleagues will talk in a reasonable and moderate manner when working with students and set an outstanding example through their behaviour. A bullying manner by a colleague is of course inappropriate. Any instances of this will be investigated and may result in disciplinary action.

Partnerships and outward-looking attitudes

- Partnership with parents and carers is seen as a crucial element in working successfully over the issue of bullying. If bullying takes place either on or away from the school site parents and carers will always be involved in any response and the school will work, as required, with other agencies to resolve the matters.
- The school will keep up-to-date with developments in types of and responses to bullying, such as the campaign regarding cyber bullying and safe use of social networking and will ensure, as part of partnership work, that parents are aware of the impact of this and that the school has a duty to respond including when events take place online and out of school time.

Involvement of the Police

Some forms of bullying are illegal and should be reported to the police. These include:

- violence or assault
- theft
- repeated harassment or intimidation, eg name calling, threats and abusive phone calls, e-mails or text messages
- hate crimes.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Prevention

We will use some or all of the following to help raise awareness of and prevent bullying (as and when appropriate):

- Writing and implementing a set of school rules
- Signing a behaviour contract
- Using Art, Drama or Music to reinforce awareness
- Having regular discussions about bullying and why it matters
- Setting up and sustaining a Student Support Scheme that is led by students: “No To Bullying”
- Assemblies
- Tutor time
- Making bullying easy to report by providing posters, worry boxes and a dedicated email address: staysafe@thehambleschool.co.uk

Signs and Symptoms

Many children and young people do not speak out when being bullied and may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- uses excuses to miss school (headache, stomach ache, etc)
- begins to suffer academically
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises or shows signs of being in a fight
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- changes their eating habits (stops eating or over eats)
- goes to bed earlier than usual
- is unable to sleep
- wets the bed

- is frightened to say what's wrong
- gives unlikely excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a text message or email is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should always be investigated.

Title of Policy	Anti - Bullying Policy
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Policy prepared by	SPK
Committee responsible	Learning & Achievement
Statutory/Discretionary	Discretionary
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