

Bishop Hedley RC High School
Ysgol Uwchradd Gatholig Esgob Hedley

Anti-Bullying Policy

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BISHOP HEDLEY HIGH SCHOOL ANTI-BULLYING POLICY

Rationale

Bishop Hedley High School believes that pupils should learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is anti-social behaviour and affects everyone and as such is totally unacceptable. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

'Kidscape' (the charitable organisation offering support to parents victims and schools) suggest a range of behaviour that constitutes bullying:

Physical	-	pushing, kicking, hitting or any other form of violence.
Verbal	-	name-calling, sarcasm, spreading rumours, persistent teasing
Emotional	-	tormenting, ridiculing, humiliation, exclusion from groups
Racist	-	taunts, gestures
Sexual	-	unwanted physical contact, suggestive comments.

The Headteacher has a legal duty to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents / carers and pupils.

Bullying is not confined to schools, it is an insidious social problem that affects society as a whole. Bishop Hedley High School, with its emphasis on Gospel values, will not tolerate bullying in any shape or form.

Key Principles

1. To ensure that all members of the school community are aware of what constitutes bullying.
2. To ensure that the school community plus parents / carers are aware of the pupils rights to be protected from the range of behaviour that constitutes bullying and to feel comfortable to report incidents to any member of staff.
3. To increase the awareness and sensitivity of the school community to incidents of bullying through a range of preventative measures.
4. To ensure that there are clearly understood procedures in place to deal with bullying incidents as swiftly as possible.

5. To sustain a non confrontational and positive ethos in the school.
6. To provide counselling and / or support for victims of bullies and for bullies themselves.
7. To ensure that all new staff are fully aware of the anti-bullying policy as part of the staff induction programme.

Warning Signs

Some pupils will always be unwilling to inform anybody about their problem. All staff should be alert to signs of bullying. These will include:

- (i) unwillingness to come to school
- (ii) withdrawn, isolated behaviour
- (iii) complaining about missing possessions
- (iv) refusing to talk about the problem
- (v) being easily distressed
- (vi) damaged or incomplete work.
- (vii) complaining of illness

Staff will be able to use their knowledge of pupils to identify changes in behaviour that might indicate bullying.

PROCEDURES

1. Prevention

- (i) There is a well established programme that delivers 'Bullying Awareness' throughout the school. Bullying is given a high profile as part of the tutorial programme. Posters are used to publicise our anti-bullying strategy.
- (ii) External speakers and drama groups are sometimes used to raise awareness of the issue and to promote our policy.
- (iii) There is a 'Bullying Awareness Week' in November when the whole school and year group assemblies promote the Anti-Bullying Policy and the consequences of any contravention.
- (iv) Bullying can often occur when large groups are gathered together, especially during the break and lunch periods. Staff on duty at these times are encouraged to be extra vigilant and be alert to any potential incidents. Duty team staff will inform the relevant form tutors and / or Progress Leader.
- (v) Information from feeder schools regarding potential bullies is passed, in strict confidence, to the Progress Leader for Year 7 who will endeavour to ensure that bullies and bullied are not placed in the same tutor group.

2. Reporting and Initial Investigation

If an effective system is in place pupils and parents / carers will feel comfortable reporting incidents and will feel confident that appropriate action will be taken and reported back to them.

- (i) Pupils

Pupils are encouraged to report any incident of bullying, either to themselves or others, to any member of staff immediately, either teaching or non-teaching.

(ii) Parents

Some pupils will prefer to talk only to their parents about such incidents. These parents can then report the incident to the relevant Progress Leader.

(iii) Staff

It is the responsibility of the relevant staff member to investigate every incident. Bullying incidents vary in many respects and the action taken to deal with each case may vary. A 'no-blame' approach is encouraged so that staff can work effectively with the bully and the pupil being bullied.

3. Action

If it has been established that there is a case to answer, further action will be implemented as follows:

Step 1

All disclosures are treated sensitively. The pupil is made aware that their safety is of paramount importance. The member of staff who suspects that bullying has taken place informs the relevant Progress Leader.

Step 2

All pupils involved and witnesses to the incident will be interviewed separately. The Progress Leader will listen to all the independent accounts of the incident.

Step 3

The Progress Leader will make a professional judgement as to whether the circumstances indicate that bullying, as distinct from other forms of unacceptable behaviour, has occurred.

In the course of this procedure enquiries are made to ascertain whether or not the alleged bully has been involved in similar incidents involving this or any other pupils.

Appropriate staff are made aware of the results of the investigation.

Step 4

The type of action that is taken depends on the seriousness of the offence and whether the bully has been involved in previous incidents. Parents / Carers of the bully and those of the pupil being bullied will be informed if it is a serious or repetitive case. They will be invited to discuss the issues and to seek solutions.

It is at this stage that the Progress Leader will complete a formal bullying report which will be held on record at the school.

The aim of this action is to ensure that the bully realises that their actions are wrong and are totally unacceptable in Bishop Hedley High School.

It is at this point that the bully is encouraged to accept the fact that their behaviour has been either hurtful or harmful to a fellow pupil. The acceptance of this, coupled with an undertaking by the pupil that this action will not be repeated is the key to the success of the Anti-Bullying Policy.

4. Sanctions

In all cases the following approach will be adhered to:

A First Incidents

- i) verbal apology
- ii) conciliation
- iii) Progress Leader to ensure that the bully is made aware of the consequences of any further incident.

B Repeat Incidents

- i) Break time detention by Form / Class tutor.
- ii) Lunch time detention by Progress Leader
- iii) Counselling sessions for the bully and / or the bullied pupil may be arranged by the Progress Leader or an Assistant Head. The Assistant Heads may be brought in at any time should a Progress Leader seek their support.

C Serious Incidents

Depending on the degree of severity or if a pupil continues to offend repeatedly the Headteacher may consider a period of individual learning, short term suspension or ultimately, permanent exclusion.

5. Monitoring

Using the behaviour data-base the nature, frequency and severity of the incidents will be monitored at the end of each term at Progress Leader or SMT meetings.

6. Review

Date for next review - Spring 2022