

Mossley Hollins High School



Anti-Bullying Policy

At Mossley Hollins we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, all will be treated equally, with respect and dignity, free from discrimination and harassment. Each person will be given fair and equal opportunities to develop their full potential regardless of their age, disability, gender, gender-identity, race, religion or belief, sexual orientation, pregnancy and maternity (refers to staff / employment), socio-economic background and special educational needs. Our school will tackle the barriers which could lead to unequal outcomes for these protected groups, ensuring there is equality of access and that we celebrate and value the diversity within our school community. The school will work actively to promote equality and foster positive attitudes and commitment to an education for equality

Data Protection Statement

The procedures and practice created by this policy have been reviewed under our Data Protection Policy in line with GDPR.

Accepted by the Governing Body February 2020

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. 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 and social development right through into adulthood.

At Mossley Hollins High School, we are committed to providing a caring, friendly and safe environment for all of our pupils 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 pupils 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.

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)

Mossley Hollins High School regards bullying as:

- Deliberate, hurtful behaviour.
- Repeated over a period of time.
- Difficult for a victim to defend him/ herself.
- Something that occurs because of prejudice/s.
- Where a bully uses power inappropriately over a victim.

Why is it Important to Respond to Bullying?

- Bullying is wrong
- Bullying is anti-social
- Bullying is not excusable
- Bullying is not inevitable
- Bullying is not accepted at Mossley Hollins
- Bullying hurts.
- No one deserves to be bullied.
- Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

The Headteacher and Governing Body

The Headteacher and Governing Body must: ensure that the school has an effective anti-bullying policy and staff, parents and pupils are aware of the strategies for dealing with incidents of bullying should they occur.

A number of strategies may be used when dealing with bullying issues and staff and members of student groups may be involved including:

- Headteacher
- Deputy Headteachers
- Heads of College
- Heads of Year
- Anti bullying support to be delivered by the Head of Year depending on the severity
- Workshop with the aggressor and (if appropriate) bystanders with the Head of Year.
- Form Mentors
- Pupil Development Manager
- Anti-Bullying Team – Years 7 - 10
- Anti-Bullying Counsellors – ABC Team
- Prefects
- Pupil Leaders (years 7 – 10)
- Peer Tutors
- Support Staff

Who bullies?

Anyone has the capacity to bully. There are no completely reliable predisposition diagnoses. However, those who perceive themselves as low status within a community, institution or group may use bullying in an attempt to artificially boost their status. Self-esteem is therefore a key factor in whether someone bullies or not. This puts equal opportunities and inclusion at the centre of all anti-bullying work in schools.

Who is bullied?

Anyone can be bullied – young person, parent/carer/guardian, staff member or volunteer. People who suffer bullying are often perceived by others to be different. Sometimes the perceived difference is individual to that person – shyness, physical appearance, clothing and possessions, accent, perceived inappropriate behaviour.

Frequently the perceived difference comes from assigning an individual to a group. Such bullying would then be designated as class, disability, homophobic, racist, religious or sexist. People can be assigned or be a member of more than one group.

Identifying and reporting concern about bullying

All concerns about bullying will be taken seriously and investigated thoroughly. Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absence or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. All school staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy. Pupils who are bullying others also need support to help them understand and change their behaviour. Pupils who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way. All pupils will be encouraged to report bullying by:

- Talking to a member of staff of their choice
- Completing a 'bullying concern' form and placing it in the box at reception
- Contacting local and national support agencies for advice/support
- Speaking to an anti-bullying ambassador
- Completing an online form via the school website

A member of staff, who believes that he or she is being bullied or harassed, will be encouraged to report it to a colleague of their choice.

Parents will be encouraged to report concerns about bullying and to support the school in tackling it. Trying to resolve bullying directly with the bully or their families can lead to problems escalating.

Guidance and Procedures for Staff

Things to look out for:

As a Form Mentor/Class Leader/Member of Support Staff investigate if a pupil:

- Is unwilling to come to school (often using excuses of headaches, sickness, stomach pains, etc)
- Begs to be driven to school
- Changes their usual routine
- Is isolated and wants to remain with adults
- Becomes withdrawn or anxious or lacking in confidence
- Starts stammering
- Runs away, attempts to harm themselves
- Cries themselves to sleep
- Is often alone around school
- Becomes easily upset or distressed
- 'Loses' bus fare/possessions
- Delays going home at the end of the day
- Has unexplained cuts and bruises
- Has torn/damaged clothes/property
- Begins to underachieve in school
- Often trying to impress other students
- becomes aggressive, disruptive or unreasonable
- is frightened to say what's wrong
- 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. Any findings which suggest that bullying is taking place need to be dealt

with/referred to relevant staff. In the first instance, this would be the Head of Year. Where there is frequent bullying involving the same child, this should always be referred to the Deputy Headteacher or Headteacher.

Types of Bullying :

Bullying takes different forms including:

Emotional such as:

- Name calling
- Insulting
- Teasing
- Criticising
- Isolating – making others feel 'left out'

Written such as:

- Writing notes
- Threatening

Cyber Bullying such as:

- Sending unpleasant text messages
- Writing threatening e-mails
- Being abusive on social networking sites
- Taking pictures/videos on mobile phones
- Sharing inappropriate images with others

Invading Space/Privacy such as:

- Physically invading personal space
- Stealing property
- Going through bags/other property

Sexual such as:

- Using words which refer to someone's sexuality
- Gossiping and spreading rumours about personal relationships/sexuality
- Sharing inappropriate material related
- Touching someone inappropriately

Physical such as:

- Pushing
- Hitting
- Punching
- Kicking

Racial/Disability/Homophobic such as:

- Using derogatory terms
- Excluding a person because of his/her race or his /her disability, his/her sexuality
- Physical assault because of a person's race/disability/sexuality

Please see anti-racism policy for further details

DEALING WITH BULLYING ISSUES

Pupils who have experienced bullying will be helped by:

- Take reports of bullying incidents seriously
- Listening to their experience
- Investigate, finding out how they feel and taking time to establish facts
- Completing the Incidents of Bullying Log and lodging with the Deputy Headteacher
- Deciding on course of action which may be:
 - Discussion with victim/bully 'No blame' approach
 - Change of group/class
 - Time out card issued for Pupil Development Centre Counselling/anger management
 - Use of OBC/PDC at break/lunch
 - Involve Pupil Leaders from Cyber Safety Group/Anti-Sexual Bullying Group
 - Notify parents
 - Review the situation to ensure situation resolved
 - Check again to ensure that the issue has been FULLY resolved and all parties are happy that the situation has been dealt with

Students who have bullied will be helped by:

- Respecting them as a person, regardless of what they have done
- Listening
- Inviting them to co-operate to help the victim and stop the bullying incidents.
- Finding ways for them to gain admiration from others in a more socially acceptable way, for example on the sports field or through achievement in lessons.
- Helping them to develop social skills (although many young people who bully have well developed social skills).
- Helping them find satisfying interests or jobs both within and outside school.
- Helping them become more concerned about the people they have victimised. (You may use the circle activity 'No Blame').
- Encouraging them to take more responsibility for their actions
- Helping them to break away from a group that may be encouraging their unacceptable behaviour
- Helping them to identify with a strong role model who displays pro-social behaviour
- Involving outside agencies such as Community Safety Officers
- Imposition of sanction (bullying is very serious and the sanction should reflect the seriousness of the incident – please refer to the school behaviour tariff)

Empowering the victim

- Listen
- Invite him/her to meet with the bully to try to stop incidents and restore a well-mannered relationship
- Find ways to raise self esteem and confidence – perhaps by giving them jobs/responsibilities within and outside school
- Assign a 'buddy' to the victim (possibly from a pupil group) as a means of support
- Assign a key teacher/staff member to the victim to increase confidence
- Encourage the victim to remain positive
- Ensure the victim knows that the bully has been dealt with
- Enlist the support of parents, where appropriate

Prevention

We will use some or all of the following to help raise awareness of and prevent bullying. As and when appropriate, these may include:

- Writing and implementing a set of school rules
- Signing a behaviour contract
- Using Art, Drama or Music to reinforce awareness
- Reading stories about bullying or having them read to a class or assembly
- Having regular discussions about bullying and why it matters
- Appointing, training and supporting anti-bullying lead students and year ambassadors

This policy has links to the following school policies and procedures:

- Anti-racism policy
- Equality and diversity policy
- Behaviour policy
- Acceptable use policy (internet safety)
- Safeguarding (child protection) policy
- Child Protection Policy
- Complaints procedures
- SEN Policy and practice
- Behaviour Tariff

A termly report will be made to the governing body, including statistics about:

- The number of reported concerns
- Monitoring information about the pupils involved
- Motivations for bullying
- Actions taken and outcomes

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.