




ANTI BULLYING

This policy was approved by the Local Advisory Board on:-	January 2022
The policy owner is:	Ina Coubrough
This policy will be reviewed by the Local Advisory Board in: (unless earlier review is recommended by the Trust)	January 2025
Policy Version:	V3
Signed by the Chair of the Local Advisory Board	
Ratified by the Board of Trustees	N/A Updated Policy
Signed by the Chair of Trustee Board	

We are part of...

WENSUM TRUST

Introduction

All staff at Hellesdon High School have a duty to promote a safe environment for learning, and to ensure the effective implementation of the School's Anti-Bullying Policy.

The Anti-Bullying Policy will contribute to establishing a positive School ethos, as well as raising achievement and attendance, and promoting equality.

In the School's view, bullying is targeted, repeated and intended to hurt; it can be verbal, physical, psychological or electronic (cyber-bullying).

School aims and intentions

The School will:

- Support staff to identify and respond to bullying.
- Make students aware that all bullying concerns will be dealt with sensitively and effectively.
- Develop an anti-bullying culture within the School.
- Ensure that parents/carers expressing concern about bullying are taken seriously.
- Learn from effective anti-bullying work elsewhere.

Homophobic, Biphobic and Transphobic Bullying

Homophobic, biphobic and transphobic language and behaviour is not acceptable and the school takes a zero tolerance to all such incidents.

- Homophobic / Biphobic / Transphobic bullying occurs when bullying is motivated by prejudice.
- It can also include spreading rumours around sexuality, suggesting that something or someone is inferior and so they are "gay" – for example, "You're such a gay boy" or "That's gay".
- Even when pupils may not know what the words mean, but use homophobic language against others, it is still a form of bullying/name calling.
- We do not view homophobic name calling as "harmless banter". We recognise that if it is not challenged, it is harder to address in later life.
- If a pupil is not explicitly told that homophobic bullying is wrong they may think it is OK to do this.
- Homophobic, Biphobic and Transphobic incidents are recorded separately on CPOMS.

Racist incidents

- If a pupil experiences racist bullying, support and guidance will be sought from the safer schools officer.
- Racist incidents are recorded separately on CPOMS.

Intervention strategies

- The Anti-Bullying Charter is an important guide to putting the School's intervention strategies into action.

- The Behaviour, Safeguarding and Attendance Lead shall coordinate all Anti-Bullying strategies within the School.
- In-service training shall be provided for all staff, to refresh their understanding and skills in response to bullying.
- All staff shall be made aware of the Anti-Bullying Charter.
- House Team meetings shall include bullying as a regular item on their agenda.
- Tutor time shall include opportunities for staff to talk to students about bullying.
- Bullying shall be a regular item at School Council meetings.
- Events and classroom activities shall be organised during Anti-Bullying Week.
- Assemblies shall be used to reinforce the fact that bullying will not be tolerated.
- Bullying shall be addressed in Schemes of Work throughout the curriculum, where appropriate, in order to develop student awareness of issues relating to bullying.
- Records of incidents shall be used to inform and review the Anti-Bullying Policy.
- Procedures shall be followed to work with bullies, and to ensure that the behaviour is not repeated.
- The School shall ensure that sufficient staff are on duty, and that all areas of the School are supervised.
- Anti-Bullying posters shall be clearly visible in all areas of the School.
- All e-communication used on the School site shall be monitored.
- Outside agencies such as theatre groups and charities shall be involved in order to raise awareness about bullying.
- Parents/carers shall be informed about School policies and procedures on bullying.
- Students shall be made aware that Head of House offices are places of safety for any student who feels vulnerable at break and lunchtime.
- Students are encouraged to use the online reporting form on the Hellesdon website to report bullying incidents.
- Use of trained student Anti-Bullying ambassadors where appropriate.
- Restorative approach implemented by staff and Anti-Bullying ambassadors where appropriate.

Monitoring and Review

The number and nature of bullying incidents and the outcomes of any anti bullying strategies shall be reported to Governors via the Principal's Report on a termly basis to inform review of this policy and assess its effective implementation.

Related Policies

Behaviour

Safeguarding (incorporating child protection)

Equality

Physical Restraint

Internet

THE ANTI BULLYING CHARTER

STUDENTS

If you are being bullied in School:

- **Talk to** an adult in School that you trust, taking a friend if it helps, or speak to your form tutor, pastoral assistant or head of house.
- **DON'T** listen to the bully when they say that you will be in trouble if you **TALK TO SOMEONE**. You aren't doing anything wrong – **THEY ARE**.
- What you say will be passed on to your Head of House. **YOU WILL BE TAKEN SERIOUSLY**.
- If you need somewhere to be safe, there will be a place for you to go while the problem is being sorted out. Your Head of House will organise this for you.
- If you are bullied electronically, keep all messages and e-mails by taking a screenshot.

If you see someone being bullied at School:

- The best thing you can do to help is to **TALK TO SOMEONE**.
- **DON'T** listen to the bully when they say that you will be in trouble if you **TALK TO SOMEONE**. You aren't doing anything wrong – **THEY ARE**.

PARENTS & CARERS

If your child is being bullied or is bullying in School:

- We can help.
- Contact the School and ask to speak to the Form Tutor or Head of your child's House.
- Talk over the problem with the teacher. Be sure of your facts. In particular, students who are being bullied can become upset, anxious and confused about what has actually happened.
- **DON'T** let your child talk you out of contacting School. If the problem is to be solved, we need to work together.

To combat electronic bullying, ensure that your child is careful about whom they give their mobile phone number and e-mail address to.