



ANTI BULLYING POLICY

This policy was approved by the Local Advisory Board on:-	January 2025
The policy owner is:	Leah Clabon
This policy will be reviewed by the Local Advisory Board in: (unless earlier review is recommended by the Trust)	January 2028
Policy Version:	V4
Signed by the Chair of the Local Advisory Board	Mark Lenton
Ratified by the Board of Trustees	N/A Updated Policy
Signed by the Chair of Trustee Board	

We are part of...



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 and diversity.

Definition of Terms

Bullying is considered to be behaviour that is repetitive, willful or persistent, intentionally harmful, carried out by an individual or a group. As a result there is an imbalance of power leaving the victim feeling defenseless. (Anti-Bullying Alliance definition)

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. (Preventing and Tackling Bullying, Advice for Head Teachers, Staff and Governing Bodies, DfE, 2011, p. 4)

Six main types of bullying can be identified:

Verbal Bullying

Verbal bullying is a type of bullying that takes place when the victim is threatened, called names and made to feel inferior. Verbal bullying usually focuses on a specific area, such as race, nationality, disability, sexuality, physical appearance or ability.

Physical Bullying

Physical bullying takes place when the victim is physically assaulted in the form of physical aggression leading to bruises, torn clothes, personal belongings being stolen/damaged or any other kind of physical injury.

Social Bullying

Social bullying is a type of bullying that takes place when someone is deliberately excluded from games and other group activities and treated like an outsider. Laughing and making fun of someone behind their backs, spreading mean stories, writing bad things and teasing the victim emotionally.

Cyber Bullying

Cyber bullying targets its victims through networking sites, emails, chat rooms, instant messaging or even mobile phones. By texting the victim posting obscene pictures or unkind comments, the perpetrator succeeds in causing untold damage to the target as a number of people may be able to access this kind of information online.

Prejudice-related

For example, bullying or harassment that is sexuality based, gender based, sexist, sexual or transphobic, racist or discriminating against religion, Special Educational Needs, disabilities, health conditions or a person's home circumstances, such as being looked after, or caring for a family member. This includes actions or language that discriminates against people for any of these reasons, or other reasons relating to a person's identity.

Discriminatory Language

Discriminatory language not only undermines confidence and self-esteem of individuals, but reflects negative attitudes towards a wider sub-community or group, and in some cases is illegal. A culture where discriminatory language goes unchallenged is likely to be a culture where bullying is more prevalent.

Discriminatory language of any kind is not acceptable and will be challenged, whether verbal, written (including graffiti) or electronic. Education about diversity will be delivered through the curriculum, displays, assemblies and

tolerance will be modelled by all staff. In particular we will not accept any derogatory language that is:

- Sexual or sexist
- Relating to special educational needs, disabilities or health conditions
- Gender based
- Sexuality related
- Transphobic
- Racist
- Relating to religion
- Classist
- Relating to a person's home circumstances

We reject all of the above forms of bullying and will not tolerate them in our school community.

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.

Intervention strategies

- The Anti-Bullying Charter is an important guide to putting the School's intervention strategies into action.
- The Behaviour, Safeguarding and Attendance Leads 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.
- 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 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.

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 your child's Head of House or Pastoral support staff.
- 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, social media account details and e-mail address to.