

Fox Hollies School

Anti-Bullying and Harassment Policy



**Autumn 2018
To be reviewed autumn 2019**

Definition of bullying

The Birmingham City Council model policy defines bullying as “**any behaviour that is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked, persistent and can continue for a long period of time. It always reflects an abuse of power and is usually premeditated.**”

The Equality Act 2010

“Aim to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act”.

Aims

This policy is concerned with potential bullying or harassment towards the pupils.

- To raise awareness of bullying.
- To reinforce our positive school ethos in which all forms of bullying and harassment are seen as unacceptable.
- To identify and deal effectively with any incidents of bullying or harassment towards pupils.
- To record any incidents of bullying and ensure correct interventions or procedures are followed in a timely fashion.
- To reduce and if possible eradicate instances of all types of bullying.
- To raise awareness that bullying can take place in many forms in different settings

Principles

- **Bullying as opposed to conflict involves repetitive or prolonged orchestrated power over someone weaker or vulnerable.**
- All pupils have the right to feel safe and secure, to be able to trust without fear and to expect protection from those in positions of care and responsibility. All pupils have the right to access full time education in an environment which does not subject them to cruelty or create despair.
- All bullying is unacceptable regardless of how it was delivered or what excuses are used to justify it.
- Not all aggressive behaviour is intended as bullying.

Bullying behaviour can include:

- Physical aggression, such as hitting, kicking, taking or damaging possessions;
- Verbal aggression, such as name calling, threatening comments, insults, racist remarks, teasing, sending nasty notes or making nuisance calls;
- Indirect social exclusion, such as deliberately leaving someone out, ignoring someone, spreading rumours about someone or about their family.

- Racial, sexual or homophobic harassment involves the same kinds of behaviour directed against someone because of their cultural or ethnic identity, their gender or sexuality.
- Harassment is defined as any kind of unreasonable behaviour which alarms, distresses or torments someone else.
- Bullying can take place in a variety of ways face to face or through the internet, on school transport the minibuses keep a log of any concerns and share information with school staff.
- We have internet safety awareness raising for parents so they can consider types of and implications of cyber bullying.

Procedures

- All staff are trained to be vigilant for changes in behaviour that could indicate a pupil has been bullied or harassed.
- Recording of incidents of challenging behaviour or verbal harassment towards others is logged on Sleuth and always includes the name of any victim as well as the aggressor. The Behaviour Team look for patterns of behaviour that could indicate bullying or harassment.
- If staff or pupils believe there is bullying behaviour then they will liaise with Senior Leadership Team and contact parents to inform them.
- If parents feel that their child is being bullied then they can directly contact class teacher via a phone call or note. In more serious or concerning instances they can directly contact a member of the Senior Leadership Team- **(Keith Youngson –HT, Teresa Fadden DHT, Lewis Kirk AHT)**.
- Victims of bullying or harassment are supported in terms of taking measures to make them safe from further incidents, making them aware that action has been taken against the aggressor, reinforcing their right to be safe and to tell a member of staff, letting them know that their parents have been informed, teaching these procedures within PSHE lessons.
- Victims of non-targeted aggressive actions are supported in the same way as those who have been victims of bullying and harassment.
- Those who have carried out bullying or harassment are taught to empathise with the feelings of their victims and to adopt positive behaviour. A discussion is held with their parents taking a “no blame, problem solving” approach.
- Any harassment that indicates that a pupil may have been influenced by extremist views is reported to a Designated Senior Leader who will deal with it as a potential safeguarding incident.
- All incidents in which a pupil is hurt or upset are reported to parents, logged on Sleuth and reported to department leads and when necessary the Senior Leadership Team.
- All instances of bullying or harassment are reported each term to the local authority.
- Procedures and policies around e-safety are shared annually with parents/carers.

- Any incidences of aggressive behaviour or abusive language are recorded on SLEUTH and any which raise concern are addressed in a positive way, our aim is to prevent any behaviours escalating further so a planned support intervention will be established if necessary.

Reinforcing Our School Ethos

- Pupils are taught from their arrival in school that they must tell a member of staff if they do not feel safe.
- Pupils are taught in PSHE the difference between bullying or harassment and incidents that are not targeted.
- Pupils are taught in PSHE the school procedures for supporting victims of bullying and harassment.
- Pupils are taught through school assemblies, RE, Drama, PSHE and across the curriculum to respect the race, gender, faith and sexual orientation of all people.
- This policy is promoted with pupils through our School Rules, working with our Student Council and in school assemblies.

Roles and responsibilities

The senior leadership team (Keith Youngson –HT, Teresa Fadden DHT, Lewis Kirk AHT) will

- Act on any parents' suspicions or concerns.
- Ensure that both victims and bullies receive appropriate support.
- Ensure that the school prospectus contains information about bullying and offer parents guidance as to what to do if they think their child is being bullied.

All staff will

- Actively listen to pupils or observe and note changes in their behaviour.
- Observe students socialisation, particularly with new pupils.
- Observe and report any inappropriate behaviour in the playground and around school.
- Reward pupils for caring and considerate behaviour.
- Raise awareness of bullying through PSHE and Citizenship.
- Challenge homophobic language.
- Ensure all activities are in line with ESafety procedures
- Gather information about pupil well being, where appropriate through a Well Being Questionnaire

Monitoring

- Absence figures
- Sleuth records
- Pupil well being questionnaires
- Risk assessments/Behaviour Plans

Links to other Policies and Documentation

- Equal opportunities Policy
- Behaviour Policy
- PSHE and Citizenship policy
- Acceptable use of the internet Policy
- Child protection Policy
- Safeguarding children and young people
- KCSiE

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Policy adopted by the GB

Signed Chair

Date