



PATCHAM
HIGH SCHOOL

One Team, One Dream

Anti-Bullying Policy

Last Review: October 2022

Next Review date: October 2023

At Patcham High School we are committed to being a school for all and consider ourselves a proactive community who promote inclusivity and celebrate diversity. We are an Anti-Racist School who endeavour to create an environment which allows all our pupils and staff to thrive and learn from each other's differences; experiences, cultures, backgrounds, identities and abilities. It is our intention to ensure that all students are supported to be proud of themselves, respect each other and ultimately succeed as young adults. We are particularly conscious of the need to ensure the identities of those from minority groups are acknowledged and celebrated – in every field, at all times, every day - whether students of colour or LGBTQ+ we have an overall aim of providing equal opportunities for all by having One Team and One Dream.

1. Rational

We strive to create a culture based on our core values of Pride, Respect and Success. Students must feel safe and respected if they are to learn effectively. Since we are a school which sets high standards for our students it is important that we create an atmosphere in which bullying cannot thrive and in which no student has to suffer from harassment of any kind. Because bullying happens in all societies, at all levels, it is important that we make our students knowledgeable about bullying and teach them strategies that enable them to stand up for themselves without resorting to retaliation in any form. Because bullying is in the news and is a form of real anxiety for parents, it is important that we inform parents fully about our approach to dealing with bullying, so that parents are able to distinguish between what is bullying and what is not.

2. Aim

The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at school. Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in Life Skills lessons, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behavior.

3. Definition

Bullying is any behaviour, which is deliberately intended to hurt, threaten or frighten another person or group of people. It is repeated and usually unprovoked and can continue for a prolonged period of time. It always reflects an imbalance and abuse of power. It is important that it must not be confused with the usual childhood/teenage squabbles and arguments where individuals “fall out” with one another.

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focusing on the issue of sexuality
- Verbal – name calling, sarcasm, spreading rumours, teasing

- Cyber – all areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.
- Disability/SEN – because of, or focusing on a disability or special educational need.
- Home circumstance – targeting individuals who are looked after children or because of a particular home circumstance.

Bullying can therefore constitute any of the above activities within the context of the definition provided. Bullying may occur to anyone and this policy is inclusive of the bullying of school staff, whether by pupils, parents or other staff. (Members of the school workforce suffering from or concerned about bullying may also contact their trade union or professional association for support and advice).

Bullying can seriously damage a person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or taking unusual absences. There may be evidence in work patterns, lacking concentration or truanting from school. These signs and symptoms may indicate other problems, but bullying should be considered a possibility and should be investigated.

4. Prevention

As a school we take bullying seriously. We use a range of proactive strategies to prevent bullying. These include;

- Effective school leadership that promotes an open and honest anti-bullying ethos.
- Use of curriculum opportunities, in particular tutor periods and Life Skills classes where issues of diversity are discussed and anti-bullying messages are drawn out.
- Use of opportunities throughout the school calendar and at certain times of the school day to raise awareness of the negative consequences of bullying
- Whole school assemblies.
- Improved supervision in potential problem areas.
- Student Voice
- Review of general and specific staff induction and continuing professional development to ensure
- staff training reflects the anti-bullying policy and practice of the school.

5. Dealing with incidents of Bullying



6. Roles and responsibilities

All staff and students

Everyone at our school has a responsibility to ensure that we live by our core values and that we all set a good atmosphere round school. Our responsibilities include:

- Promoting an open and honest ethos that ensures that all members of the school community know and agree with our stance on bullying
- Ensuring that we all exhibit positive behaviours, demonstrate our Core Values and become positive role models to each other
- Treating other people with respect at all times
- Doing nothing that could be construed as bullying
- Doing nothing that could be construed as supporting bullying. This includes relaying distressing messages, relaying threats, laughing at bullying, watching a fight
- Reporting to the proper person any bullying we witness or any behaviour which we feel could escalate into bullying

Victims of bullying

- If you feel able to, then let the 'bully' know that you do not like what is happening to you and ask the bully to stop. Then walk away.
- Tell a teacher or another adult in school
- Tell a friend
- Tell someone at home
- Report it through the incident form box or to an adult in school

Parents

We believe it is important for our school to work with parents/carers to help them to understand our approach with regards to bullying and to engage promptly with them when an issue of bullying comes to light, whether their child is the student being bullied or the one doing the bullying. We will ensure parents/carers are made aware of how to work with us on bullying and how they can seek help if a problem is not resolved. Some parents may need specific support to help deal with their child's behaviour. Where our school identifies that this is the case, we will initially provide support ourselves or signpost the parents to appropriate channels of help.

We will:

- ensure that all parents/carers know who to contact if they are worried about bullying.
- ensure all parents/carers know about our complaints procedure and how to use it

7. Implementation of the policy

Each case of bullying is investigated individually and the best course of action decided upon through consultation with those involved. A variety of measures will be applied in each case, which may include the following:

Support measures:

- Mediation between victims and perpetrators
- Police counselling/advice
- Referral to the counselling service
- Restorative justice
- Provision of safe havens in school

Disciplinary measures:

- Official warnings to cease offending
- Detentions
- Behaviour report
- Behaviour contracts
- Exclusion from certain areas of school premises
- internal exclusion
- Referral to the police

8. Supporting organisations

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Beat Bullying: www.beatbullying.org

Childline: www.childline.org.uk

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Appendix 1: Report Form

Name:

Student Staff Other

Concern

One-off incident

Ongoing issue

Information

Students involved or aware of issue:

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Date of incident:

Is it related to?

Appearance

Cyber

Disability/SEN/Medical condition

Gender identity

Race or Ethnicity

Religion or Belief

Sexual orientation

None of the above

What action has already been taken?

Told parent/guardian

Social media accounts blocked

Previous reports made

What do you want to happen?

Restorative conversation

Conversation with trusted adult

Other:

