

Salendine Nook High School (Academy)

Anti-Bullying Guidance for staff (Non-statutory)

Date policy written:	February 2018
Produced by:	Mr D Christian
Approved by Governing Body:	Personal Development, Behaviour & Welfare Committee 24.5.18
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Our Vision

Salendine Nook High School is a place where both our staff and students feel safe. School life is characterised by a calm, orderly and respectful atmosphere; underpinned by relationships of mutual respect. Our expectation is that all students and staff behave in socially acceptable ways.

Every member of staff plays an integral part in promoting our expectations around behaviour for learning. We aim to provide a safe learning environment where all students can thrive, achieve and fulfil their potential, free from bullying.

The wellbeing of every student is of paramount importance. Every student has the right to a high quality education free from harm, neglect and abuse. All staff have a duty of care to safeguard our students and ensure their wellbeing.

Salendine Nook High School's definition of bullying is 'a persistent (or one-off), deliberate attempt to humiliate or hurt another person'.

There is a consistent approach to how bullying incidents are dealt with. Parents are involved at the earliest opportunity. Students are also empowered to deal with certain situations independently, rather than building dependency on others.

Types of bullying

There are different types of bullying, but all types have key common strands.

- It is deliberate and hurtful
- It is usually repeated over time
- There is an imbalance of power, making it hard for the student being bullied to defend himself or herself.

Bullying can take different forms:

- Physical – hitting, kicking, taking belongings etc.
- Verbal – name-calling, insulting remarks
- Indirect – spreading rumours, exclusion from social groups, family feuds brought into school.
- Cyber – insults and damaging comments made via social networking sites or email.

Implications of bullying

Bullying is always taken seriously due to the impact it can have on the lives of young people.

Many outward signs of bullying can be the same as other types of abuse:

<i>Psychological</i>	<i>Behavioural</i>
<ul style="list-style-type: none">• anger• anxiety• distress	<ul style="list-style-type: none">• increased irritability and nervousness• unexplained changes in mood• increased aggressiveness

<ul style="list-style-type: none"> • frustration • depression • panic • indifference • fear • attempted suicide • shame and feelings of worthlessness • loss of trust in friends and their inability to support and protect 	<ul style="list-style-type: none"> • may believe that they deserve to be bullied • becoming withdrawn • excessive tearfulness or sensitivity to criticism • substance abuse • becoming obsessive • nightmares
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Implementation

The School

In school, the following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear and precise account of the incident will be recorded and given to the appropriate pastoral leader
- The Student Support Manager will interview all concerned and will record the incident using the 'CPOMs'.
- Form Tutors will be kept informed, and if it persists the Form Tutor will advise the appropriate subject teachers.
- Parents will be kept informed.
- Punitive measures will be used as appropriate and in consultation with all parties concerned
- If bullying is repeated after these steps, a referral will be made to the Senior Vice Principal, who will review the previous paperwork and interview both parties in relation to the new incident.
- At this point an anti-bullying letter will be sent in conjunction with the Police.
- If an incident reoccurs then it will be referred to the Principal.
- The punitive measures taken against the bully will escalate to Internal Exclusion or fixed - term exclusion.
- Six weeks after any bullying incident the case will be reviewed by the appropriate pastoral leader to ensure that all parties feel happy and safe.

Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a Form Tutor or a member of staff of their choice
- Reassuring the pupil
- Offering continuous support – through the wellbeing group
- Restoring self-esteem and confidence – encouraged involvement with the Princess Diana Trust for example.

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and the need to change
- Informing parents or guardians to help change the attitude and behaviour of the child
- The following disciplinary steps can be taken:
- Official warnings to cease offending
- Detention
- Exclusion from certain areas of school premises
- Fixed-term exclusion
- Permanent exclusion (in rare instances)
- Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

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.

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
- Training students as 'Anti-bullying Ambassadors', to support students who feel vulnerable - peer to peer support.
- Reading stories about bullying or having them read to a class or assembly or in PSHE lessons.
- Having regular discussions about bullying and why it matters through Citizenship.

D Christian

22.03.18