

# Whickham School and Sports College



## Anti-Bullying Policy

Reviewed July 2019

# Anti-bullying policy



The governors and staff of Whickham School & Sports College understand that for all our students and staff to truly flourish they need to learn and work in a safe, caring and supportive environment. To this end bullying of any kind will not be tolerated – this includes any kind of intimidation, emotional, verbal or physical abuse. The policy applies to all pupils irrespective of gender, ethnic origin or religious persuasion.

Bullying refers to either a one off incident of a serious nature or a number of less serious incidents over time. Bullying does not necessarily refer to “falling out” with friends.

The Bullying policy applies to all pupils and staff who work at the school and may extend beyond the school site; this includes school trips, the journey to and from school for pupils and the use of social media networks. The policy therefore applies at all times when staff ‘duty of care’ responsibilities apply.

The governors wish all parents and guardians to know that they expect the school to have a caring and supportive atmosphere in which pupils can feel happy and secure and able to work to the best of their ability.

***Bullying will not be tolerated – but we rely on being made aware of incidents – we cannot help if we do not know. If we are aware of bullying we will act.***

Central to the definition of bullying is the motivation of the perpetrator(s), which will primarily be to exert power over another in order to cause distress. They can only operate behind a wall of fear and therefore can easily escape detection if bullying incidents are not reported. Therefore, we must create a ‘telling’ school, arising out of a listening and safe environment.

Intrinsic to all this, is educating our pupils about bullying. Young people often say ‘It was just a joke’, not knowing or realising the impact that their behaviour has on another pupil. It is essential that we provide an environment where students feel safe to “tell” if they are aware of bullying. Should any bullying be taking place then pupils are always encouraged to tell an appropriate person at school. This could be their form tutor, an Anti Bullying Ambassador / Hate Crime Champion, the Pastoral Leader, Head of Key Stage, or any other adult in school. It may be a member of staff with whom the pupil feels particularly at ease.

The Pastoral Leader for the year group must be informed and an investigation conducted into the alleged incident. Incidents of bullying witnessed by staff should be dealt with immediately and the incident reported to the relevant Head of Key Stage. If the bullying has a racist, homophobic or

hate crime nature the school will follow Local Authority guidelines and Hate Crime Incident reporting forms will be completed and submitted to the Local Authority. Pastoral Leaders are responsible for ensuring that incidents of bullying and actions taken are correctly recorded.

Pupils will be provided with opportunities at a variety of levels to remind them that bullying is unacceptable. These include taught RE lessons, tutor activities, Citizenship lessons assemblies and pupil-led events related to bullying issues. The Anti-bullying policy will also be promoted through commercial posters and pupil art work. However, all staff and all curriculum areas have a responsibility to challenge bullying in all its possible forms. The school has Anti-Bullying Ambassadors and a restorative approach to help deal with bullying.

The Headteacher and Pastoral Leaders will make clear the school's stance on bullying to all parents of in-coming pupils at the parents evenings for both feeder and non-feeder schools. He will therefore seek the support of parents and carers during the year prior to transition. All new pupils will be informed of the anti-bullying policy at the start of the school year and during National Anti-Bullying Week.

Parents/carers are encouraged to report bullying and in the first instance should do this via the Pastoral Leader for the year group. Parents/carers of pupils who join the school during the school year will be informed of the school's stance on bullying by the Headteacher/Pastoral Leaders when students and parents/carers are met prior to pupil admission.

All staff are briefed on the school's guidelines on bullying as part of the school's anti-bullying policy. These guidelines are explained to new staff as part of induction and re-enforced by Heads of Key Stage at regular pastoral team meetings. Non-teaching staff including the Learning Mentor and Learning Support Assistants will also be briefed on the guidelines on bullying and will be aware of the school's stance on bullying by the Assistant Deputy Headteacher.

All members of our community are given equal opportunities in line with the Disability Equality Scheme (DES).

Students at Whickham School & Sports College are entitled to expect:

- That they should be able to learn and work in a caring, supportive environment, where there is academic challenge but where bullying is not tolerated.
- That there is a wide range of support available to them if they become victims of bullying (This may include Anti-bullying Ambassadors, Hate Crime Champions, restorative justice meetings, signed behaviour agreements and counselling. All incidents of bullying are unique and must be dealt with as such.)

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- Wherever possible their views will be listened to as a way forward is being developed when there has been an incident of bullying
- That when bullying has taken place and the situation resolved that there will be no recurrence
- That they will know what action is to be taken and, if appropriate, that their parents may be informed

Whickham School & Sports College and the Governing Body expect that:

- All members of our community are alert for the signs of bullying;
- The issue of bullying should be discussed openly and regularly
- Close links should be developed and strengthened with our external agencies which might help reduce bullying behaviour
- Members of our community should be committed to taking effective and appropriate action in dealing with bullying
- Appropriate mechanisms are in place to support victims and investigate incidents
- Appropriate counselling, training and support are in place to re-educate the perpetrators

Parents of our Pupils are entitled to expect that:

- Their children will be educated in an atmosphere which is safe and caring
- The school will take all reasonable steps to prevent bullying occurring
- Any bullying incident which is reported will be investigated and dealt with according to our Behaviour Policy

### **Guidance for Students**

- Show respect to others at all times and be aware of the pain that some words or actions can have on others
- If you are being bullied or know of someone who is being bullied please talk to an adult in school or Anti-bullying Ambassador.
- The student planner has contact details for Childline and other organisations that can help. In addition there is also the school 'Worry Wall'

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## Guidance for Parents

If you think your child is being bullied:

- Please contact the school immediately (speak to the relevant Pastoral Leader)
- Ask your child directly if they are being bullied
- Take bullying seriously
- Please do not agree to keep bullying secret

**If we know – we can help**

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