

HINCHINGBROOKE SCHOOL



Policy Statement on

ANTI-BULLYING

Initiated:	1993
Date:	January 2005
Revised:	January 1995, February 1999 September (LJC) January 2005 (RJM) March 2008 (GNM)
Adopted by Governing Body:	12.5.08 (Ethos Committee)

HINCHINGBROOKE SCHOOL

'Every child should be able to learn in a school environment free from bullying of any kind and in which they feel safe and supported'.

Dcsf 2007

Aims of this policy

- to prevent, de-escalate and/or stop any continuation of harmful behaviour
- to react to bullying incidents in a reasonable, proportionate and consistent way
- to safeguard the person who has experienced bullying and to trigger support
- to apply sanctions to the person causing the bullying and ensure they learn from the experience
- to implement 'Bullying- A Charter for Action'

Bullying is **'a persistent, deliberate attempt to hurt or humiliate someone.'**

- people are bullied for a variety of reasons or none at all
- specific types include bullying related to:
 - race, religion, culture
 - SEN or disabilities
 - appearance or health conditions
 - sexual orientation
 - being a young carer or looked after child or other home circumstances
 - sexist or sexual bullying

Bullying does not happen by accident. Bullies get something from the experience ~ power, control, economic reward, social status, entertainment or a chance to vent their own feelings on someone else.

Victims can be seriously damaged by bullying. It can corrode self-esteem, lead to psychological and physical harm and in some cases suicide or murder.

Bullying should not be indulged by views of it as being somehow part and parcel of the rough and tumble of school life and that victims need to 'toughen up'.

Reporting and recording

- all bullying incidents must be recorded

Keeping records will enable us to:

- manage individual cases effectively
- monitor and evaluate the effectiveness of strategies
- celebrate the anti-bullying work of the school
- demonstrate defensible decision making in the event of complaints
- engage and inform multi-agency teams

This policy is designed to be read alongside the Child Protection Policy, the Behaviour for Learning Policy and the Community Cohesion Policy.

MANAGING A BULLYING INCIDENT

Staff to whom the incident is reported or who first discover the incident must:

- 1 Take time to listen to pupils involved and write a full account of the incident and complete the anti-bullying incident report form and other appropriate forms as necessary eg racist incident form or Red behaviour form.
- 2 Pass on the forms as soon as possible
- 3 Take time to make the situation safe, if necessary ie control of a bully and support for a victim

Key Stage Guidance Team and Form Tutor

A number of strategies can be considered but the response should make clear to all concerned that:

- 1 This school *takes bullying seriously*.
- 2 A record of the incident will be kept of the incident in the files of both the victim and the pupil displaying aggressive behaviour.
- 3 Where possible conciliation between those involved should be worked towards through a positive framework.
- 4 Parents will be contacted.
- 5 Sanctions should be directed at the behaviour not the pupil.
- 6 The situation will be monitored and reviewed at a later date.

Possible Strategies/Intervention

- a The victim and the bully are to be interviewed separately.
- b Parents will be notified of the incident stating that this school is taking action.
- c Convene a meeting where possible between the bully and the victim and onlookers to seek conciliation.
- d Circle time is desirable to discuss the situation within the teaching group or form and seek peer supporters.
- e Involve or make referral to support agencies eg Helping hands Health Clinic and Youth Services.
- f Involve the bully or victim in the Self Esteem Groups.

What we should ask from Bystanders

- Always encourage bystanders to report any bullying
- Never to join in with the bullying
- If possible students should try to show their disapproval of the bully's behaviour

Working with parents on bullying behaviour

- Encourage parents to contact school if they are aware of, or suspect bullying
- Encourage parents to respond non-aggressively to their children and others
- Ask parents to support students outside the school, in the community at large
- Encourage parents to support school if further action needs to take place

Provide information on where parents might receive outside help from support agencies.

ADVICE TO STUDENTS ~ TOUGH ON BULLIES

BULLYING IS CRUEL. It makes life hard for others. ***BULLYING*** can be pushing, hitting, kicking, teasing, name calling, spreading rumours on the internet, leaving people out, ganging up on someone, breaking property, demanding money or food, being horrible to others on the school buses or on the way to/from school and it can even be something as simple as a look. Bullying is often based on discrimination and the differences between people such as disability, race or even the colour of their hair or the way they speak.

WHAT TO DO IF YOU ARE BULLIED

- Don't bottle it up inside.
- Tell someone you trust straight away (ie a friend, parent, teacher) and ask for help.
- Be *honest* - ask yourself if your own behaviour has upset others.

WHAT TO DO IF YOU SEE SOMEONE BEING BULLIED

- Report any bullying straight away.
- Don't join in.

WHAT WILL HAPPEN IF YOU BULLY SOMEONE

- Hinchingsbrooke School takes bullying very seriously.
- Bullying incidents will be dealt with in a fair but firm way and a record will be kept.
- Both the victim and bully will need to reflect on the incident and access support available.
- Parents will be contacted.
- All involved in the incident will have a copy of the incident and action taken placed in their school file.
- The Bully will be monitored to help avoid any reoccurrence of the behaviour.
- Persistent bullying will result in isolation and even exclusion. In some cases it may involve the police.

Hinchingsbrooke will be an even Happier School

- If we help and care for each other.
- If we have respect for each other.
- If we treat each other the way we would like to be treated.

We need your help to make this possible

Childline - 0800 1111

School Medical Room - Helping Hands Health Clinic
helpinghands@hinchbk.cambs.sch.uk

THE ABC/BUDDY WITHIN HINCHINGBROOKE SCHOOL

Due to the recognised destructive effects that bullying has on young people's lives, the serious long term social and emotional damage it can have and moreover the deleterious effect it has on learning we have a policy of zero tolerance as regards bullying. We do not forget, however, that the bully is also in need of help and care. Both of the above campaigns take into account the fact that:

Any policies/practices have to work on a day to day basis and not just when a serious incident comes to light.

The school's curriculum and tutorial time should also reflect concern about these issues and relationships should be discussed in PD and in tutorial time. As far as this goes our ABC befrienders do visit tutorial sessions as do sixth form buddies.

Hinchingbrooke has found the 'circle of friends' and 'peer counselling' methods the most effective ground roots way of tackling bullying.

We in these groups believe that action against bullying must also come through initiatives to improve attitudes and behaviour in school generally.

For the ABC/BUDDY to be successful, both students and staff should be aware of their existence, although their success is at least partly due to their low profile.

The ABC is made up of students who have trained in the Spring Term to be befrienders to students in Years 7 – 11. They start their work in the Summer Term when the Year 11s leave. So they start work when they are at the end of Year 10.

At the end of their training the ABCers will get a certificate to say that they are trained.

In groups of 3/4/5 the ABCers sit in designated rooms during lunch (and break if they like) for one day a week. These rooms are advertised around the school. ABCers are there to talk to and listen to any student who is unhappy or being bullied and/or who can't talk to an adult about it. The ABCer will try to raise their esteem and offer help as to how to cope with it ... this they have learnt in their training sessions.

Sometimes the bullied person may have such big difficulties that ABCer thinks they need help and in this case the ABCer can contact the staff link. Every group has a staff link. This is a person who will be available to them during their befriending session. No ABCer will be asked to deal with anything that is beyond them, nor should they.

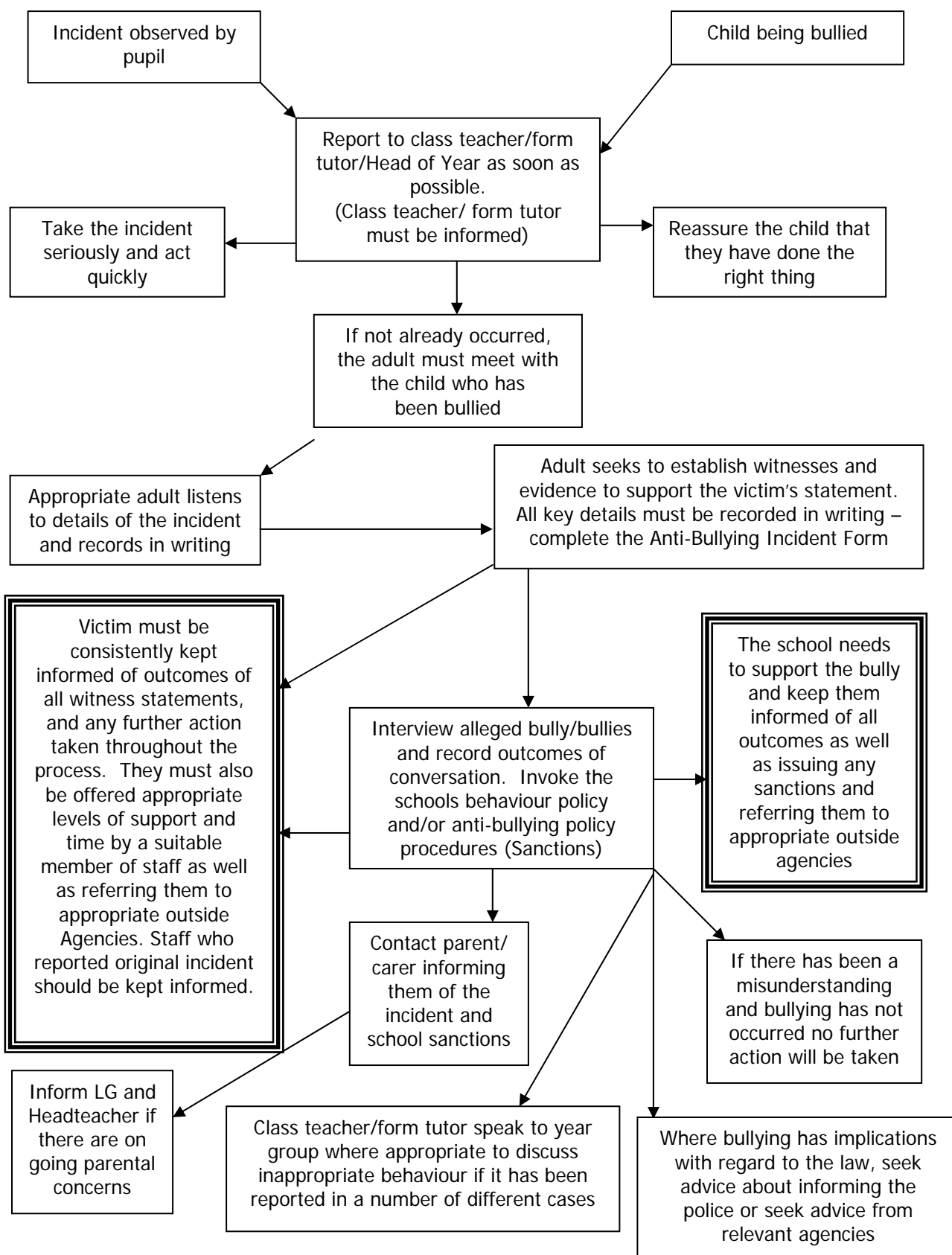
At the end of Year 11 the ABCers get a certificate for their ILP.

The ABCers will be asked to attend one Year 7 Assembly at the beginning of the year and to visit Year 7 tutor groups during the Autumn Term.

ABCers can put this work on their CVs and it is very worthwhile and fulfilling.

The work, management and organisation of the ABC group is currently under Review.

ANTI BULLYING IMMEDIATE RESPONSE CHART



ANTI-BULLYING INCIDENT FORM – Side 1

This report will be held in strict confidence and will not be made available to any outside persons or agencies.

Reported by :	Date:	Time & Place:
Name of Victim:	Name of Perpetrator:	
* Details	* Details	

* Please give relevant details eg ethnic origin, disability, social background, gender etc

Indicate type of incident – please tick

Name calling	<input type="checkbox"/>	Teasing	<input type="checkbox"/>	Physical abuse	<input type="checkbox"/>
Having personal possessions taken	<input type="checkbox"/>	Receiving abusive text messages; emails; cyber bullying on line eg abusive website, photos on YouTube etc	<input type="checkbox"/>	Being forced to hand over money	<input type="checkbox"/>
Being forced into something against their will	<input type="checkbox"/>	Being ignored or left out	<input type="checkbox"/>	Other (please specify)	<input type="checkbox"/>

If you feel the bullying incident was in any way motivated by any of the following, please indicate with a tick

- | | |
|--------------------|--------------------|
| Appearance | Disability |
| Gender | Race/ethnic origin |
| Religion/culture | Sexual orientation |
| SEN | Health conditions |
| Home circumstances | Sexist/sexual |

Brief description of incident

Action taken by member of staff dealing with original incident

If a racist or homophobic bullying incident you must also complete a racist incident report form → AJH
 If you consider the bullying incident is a Child Protection cause of concern complete a green form → AJH

Have you had contact with the victim's parent/guardian? Yes/No
 Have you had contact with the perpetrator's parent/guardian? Yes/No

Signed _____

Please pass on this form to the Head of Year of the victim.

ANTI-BULLYING INCIDENT FORM – Side 2

Actions taken to support victim

Actions taken to support the perpetrator including sanctions. Please make sure the Head of Year is informed.

Copies of this record will be held in the file of both victim and perpetrator