



Anti-Bullying Policy

July 2021

Date of approval:	July 2021
Approved by:	Senior Leadership Team
Date of next review:	July 2022



Anti-Bullying Policy 2021

'Persistent behaviour by an individual or group with the intention of verbally, physically or emotionally harming another'

Bullying typically demonstrates the following characteristics:

- **Repetition** – Not one off incidents, frequent over a prolonged period of time
 - **Intent** – Behaviour deemed purposeful not accidental
 - **Clear victim** – Behaviour targeted at specific individual or group
 - **Power imbalanced** – Unequal power causing stress to one party

Categories of bullying:

- **Verbal:** Name-calling, mimicry, teasing, insulting, spreading rumours, swearing, verbal abuse, victimisation following reports of bullying by victim or bystanders (retribution).
- **Physical:** Any unwanted or inappropriate touching, physical intimidation, hitting, pushing, kicking, pinching, poking, damaging or taking of belongings, deliberate pushing and shoving, threats of violence and extortion.
- **Emotional:** Damage to reputation, rumour spreading, deliberate exclusion from groups, torment, mimicry, ridicule, isolation, refusal to work with another student, threats, revealing personal information, inciting or coercing others.
- **Online:** Using social networking sites, (e.g. Facebook, Twitter, Instagram, Snapchat, YouTube, Pinterest, WhatsApp, LinkedIn, Tumblr, Reddit, TikTok etc.) web based games consoles, mobile phones, MMS or other messaging mediums to verbally or emotionally harm or embarrass another.

The above types of bullying are not exclusive and professional judgement should always be applied to each individual case.

Types of bullying:

This list is not exclusive:

- Homophobic
- Racist
- Related to disability, SEN or Health
- Related to home circumstances
- Sexist
- Sexual
- Transphobic
- Related to appearance or culture
- Related to a personal hobby or interest

Policy Aims:

- To ensure all members of Ellesmere Park High School, both staff and students understand that any form of bullying is always unacceptable.
- To ensure all students and staff feel safe and secure in all areas of school at all times.
- To create an ethos of good behaviour, promote positive wellbeing and support where pupils treat one another and staff with respect.
- To maintain our 'inclusive' vision of school, which encompasses all students regardless of ability, gender, SEN, race, sexuality, home circumstances, through assemblies, PSHE and form time activities.
- To educate students to understand that bullying will not be tolerated and that they have a responsibility to themselves and others as part of the school community to expose any cases of bullying.
- To ensure that any form of homophobic/transphobic behaviour including bullying or use of homophobic/transphobic language is challenged and reprimanded appropriately.
- To ensure all students are assured they will be listened to, believed and that incidents will be acted on promptly and appropriately.
- To ensure parents/guardians are involved and have confidence in the schools ability to resolve any bullying issues in a way that best protects their children.
- To inform parents regularly through letters, newsletters and parent handbooks of how they can report bullying or suspected bullying behaviour to school. Including sharing email details and text service number.
- To ensure parents are informed about how bullying issues have been resolved and sanctioned where applicable and that on going monitoring is in place for their children.

Principles:

- Staff will understand the purpose and principles of the schools policy and its legal responsibilities regarding bullying.
- Staff will demonstrate a firm and united stance towards the emphasis that bullying of any kind is unacceptable.
- Staff will refer to the schools Anti-Bullying Charter and Anti-Bullying Bullying Stages to categorise, report and escalate any bullying concerns.
- Staff will always listen to accounts of all parties involved and will report to the relevant staff.
- Staff will ensure pupils understand the schools approach to bullying and that all students are clear in the part they can play in preventing it.
- Staff will do their best to ensure that the immediate physical safety of students and stopping of violent behaviour comes first.
- Staff will ensure appropriate disciplinary sanctions reflected by the seriousness of the incident are implemented consistently.
- Staff will never promise to keep information confidential and will escalate to the relevant people where appropriate.
- Staff will ensure all relevant parties are fully aware of the action which has been taken and the outcomes that have been reached when the conduct of the bully or bullies has been substantiated.
- Policy will be subject to regular (annual: end of academic year) evaluation for impact and success of strategies and intervention used within school in order to refine and improve on current practise to best suit the needs of the school.

Implemented strategies:

- 1) Regular evaluations of approach to bullying to ensure advances in technology are included.
- 2) Ellesmere Park staff will educate students on how to stay safe online.
- 3) Regular consideration of pupil voice to ensure all students are aware of policies and rules and understand their role within ensuring bullying is combated effectively and promote positive pupil wellbeing. (Student surveys, class discussion, school council meetings.)
- 4) Consistent implementation of PSHE programmes addressing issues relating to bullying and non-bullying in all its forms, to include education on prevention of discrimination.
- 5) Year assemblies aimed at educating students about bullying issues, schools anti-bullying policy and non-bullying behaviour.
- 6) The use of an Ellesmere Park High School Charter, which clearly states the behaviour expectations of every pupil at our school.
- 7) Recruitment of Wellbeing Warriors from all year groups to raise awareness of bullying, leading on campaigns, promoting kindness and ensuring their peers stay safe both online and offline.
- 8) Students have clear and simple yet discreet methods to report incidents of bullying within a safe environment, and are encouraged to talk to members of staff and independent listeners such as a Wellbeing Warrior, learning mentors, peer mentors and prefects.
- 9) Students have access to adult supervised areas before; during and after school should any students feel insecure or anxious.
- 10) All reported incidents are promptly and thoroughly investigated, documented on the relevant forms including outcomes and escalated appropriately to the dedicated member of staff.
- 11) Staff inset to inform of new procedures and responsibilities in line with OFSTED.
- 12) Maintain links with voluntary organisations, youth workers, PCSO and other groups involved with young people to provide support and education for both victim and bully. Including use of restorative justice where appropriate.

This policy will be reviewed by the Anti-Bullying leads on an annual basis.

Links:

This policy should be employed with a close consideration of the policies for Behaviour, Equal Opportunities, Wellbeing, Inclusion, Racial Equality and Confidentiality.

Useful Websites:

<https://www.gov.uk/bullying-at-school>

www.antibullying.net

www.bullying.co.uk

<http://www.ncb.org.uk>

<https://www.kidscape.org.uk>

<http://www.anti-bullyingalliance.org.uk>

<http://www.bbc.co.uk/cbbc/curations/anti-bullying-week>

<https://www.kooth.com/>