



Moorside High School

ANTI-BULLYING POLICY

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Reviewed by:Inclusion Committee

May 2019

ANTI-BULLYING POLICY

The aim of Moorside High School's anti-bullying policy is to promote the moral, mental, physical wellbeing and development of all pupils by providing a healthy social and learning environment. The school rejects all forms of bullying and cruelty and intends to provide an atmosphere of safety and happiness for pupils, in which the school's overall aims of enabling pupils to develop personally, socially and academically can be achieved.

This policy will form part of the school's development plan and will be reviewed annually to ensure that new pupils joining the school and their parents are consulted and involved in the effective working of the policy.

What is bullying?

Bullying can be the result of differences in personal factors (eg appearance, possessions, personalities, social background, gender, race or academic ability).

DFE 2014:

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

DFE 2017:

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, eg because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (eg email, social networks and instant messenger)

Bullying takes many forms and in determining whether bullying has taken place, the views of the victim must be taken into account.

However, the following behaviour is frequently associated with bullying and the governors, staff, pupils and parents of Moorside High School are determined to work together to prevent it both inside and outside school.

Behaviour, which could be considered to be "Bullying", includes:

The "look", the "gesture"

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| Intimidation | - making the victim fear your presence |
| | - 'owning' a specific area |
| | - gang hierarchy |
| Isolation | - the purposeful exclusion of an individual from his/her peers |
| Verbal Abuse | - name calling |
| | - threats |
| | - bossing others around |
| | - personal comments, for example; about person or their family |
| Property | - hiding, theft, damage, extortion constant jostling/pushing around |
| Violent physical abuse | - direct, deliberate violence to another |

It is important that this behaviour is discouraged and/or dealt with wherever it is observed and that pupils understand that this behaviour is considered to be a form of bullying (whether or not the victim complains).

Some forms of bullying are illegal and should be reported to the police. These include:

- violence or assault
- theft
- repeated harassment or intimidation, eg name calling, threats and abusive phone calls, emails or text messages or social media posts.
- hate crimes

Anti-Discrimination Law

Moorside High School also follows anti-discrimination law. This means staff must act, in accordance with our behaviour policy and safeguarding policy, to prevent discrimination, harassment and victimisation within the school.

Bullying outside school premises

Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it should be investigated and acted on as per the procedure outlined below. The Headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

In all cases of misbehaviour or bullying the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

Procedures for dealing with bullying

- stop the incident
- ensure that the victim is safe and feels the incident will be dealt with.

The responsibilities of all staff

- Be vigilant in the classroom and around the school for any of the behaviour identified above.
- Deal with the incident firmly and fairly, making sure that the victim feels safe and feels that the incident will be dealt with.
- A bullying referral will be completed and sent to the Head of Key Stage.

- The Head of Key Stage will complete the bullying log, taking action at this stage if appropriate.
- The form tutor will be informed of the situation and will reinforce the message about the unacceptability of the bullying behaviour and will pass the bullying log onto the Head of Key Stage who will have an overview of pupil behaviour.

The Form Tutor's Responsibility

The Form Tutor is the front line; of the pastoral care system and is responsible for creating a good relationship with individual pupils, so that the pupils feel they can discuss personal issues including bullying if necessary. Tutors need to be vigilant in assessing the wellbeing of pupils, especially if they are particularly vulnerable for any reason. If a number of bully logs are received which begin to indicate that a pupil is responsible for a series of incidents of bullying behaviour, the Form Tutor should discuss the matter with Head of Key Stage so that further action can be taken.

The Head of Key Stage's Responsibility

Heads of Key Stage will use their judgement in deciding whether an incident is a minor one or a more serious one. The views of the victim will be important in assessing the situation, but the victim should not be asked to confront the alleged perpetrator or argue their case in front of them.

If the incident is judged to be a **minor** one, the Head of Key Stage, with the support of Inclusion staff will take the following steps:

- Reprimand the perpetrator; pointing out that his/her behaviour is a form of bullying.
- Issue a warning, noted on the bully log of further action if the behaviour is repeated. This further action will involve contact with parents.
- Use of additional sanctions, for example; reporting at break, detention, daily report. These may be implemented if the Head of Key Stage feels it is appropriate.
- Heads of Key Stage, with the support of Inclusion staff, should follow up the incident by checking with the victim that there has been no repetition.

More serious incidents will be characterised by their physical or persistent nature, and the emotional effect on the victim will be an important consideration in judging the seriousness of the bullying. Serious incidents will generally involve some malicious intent and their physical aspect may affect person, property or 'space'. In these cases the Head of Key Stage will take the following steps.

- Both the perpetrator and the victim will be asked to write his/her version of the incident or series of incidents, but the victim will not be asked to confront the perpetrator or argue their case in front of the perpetrator. (Any witnesses will also be asked for their version of events).
- In the case of a serious physical assault on another pupil, the Deputy Headteacher or the Headteacher must be notified without delay.
- Telephone the parents of the perpetrator and, if appropriate, invite them into the school to discuss the matter fully.
- The school will support parents of a victim who wish to take the matter forward with the Police.

- Telephone the parents of the victim, inform them of the situation, and invite them into school if appropriate.
- In all cases, appropriate action will be taken, up to and including permanent exclusion.
- Incidents falling into this more serious category will be recorded on the school's log of bullying incidents.
- The Head of Key Stage will ensure that all staff are aware of any serious incident (through the weekly briefings, memos and bi-weekly update emails to staff) so that staff can continue to be vigilant for any continuation of the problem.
- The Head of Key Stage will follow up the incident by checking with the victim that there has been no repetition and the Form Tutor will also monitor the situation. A follow up contact with the parents can also help to resolve any remaining concerns.
- All records, written reports and copies of letters to parents will be filed appropriately.

Cyber Bullying

Students are made aware of the possibility of cyber bullying through Social Media. Where the school is made aware of bullying threats or issues on these sites, students will be asked to remove the offending material and appropriate action will be taken.

Parents will be informed from time to time of new possible threats of cyber bullying that may affect their children and this will be done through special information evenings and the school's communication channels.

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

The Responsibilities of the Deputy Headteacher

The Deputy Headteacher is the 'line manager' for the pastoral care system in the school. The Deputy Headteacher meets the Heads of Key Stage to monitor any behaviour problems **including bullying incidents**. At this meeting, pupils with serious behavioural problems affecting their learning are considered in line with the Code of Practice. For serious and/or repeat incidents, the HOKS and DHT will meet with all relevant parents to agree on action points to resolve the situation(s).

If a particular situation escalates or repeats, it is the role of the DHT to ensure that the actions outlined above have been carried out, as appropriate to each case. It is important that, with the majority of cases, a balanced and staged approach is adopted (although some cases may have an immediate need for stage 2/3 from the outset). This may be typified by the following guidance points:

- **Stage 1** - verbal reprimand; logged in bullying file; parents informed; after school detention; mediation offered

- **Stage 2** - Parents of perpetrator invited into school to discuss their child's behaviour; internal exclusion; mediation offered
- **Stage 3** - Parents of perpetrator invited into school to discuss and agree a behaviour contract; FTE; mediation offered

Responsibilities of the Headteacher

The Headteacher has overall responsibility for the welfare of pupils. He will provide data from the summary bully log to the Governing Body. The Headteacher is the only person who can exclude a pupil.

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