



Anti-Bullying Policy

December 2019

This Policy was approved by:

Standards Committee of The Governing Body: 2 March 2020

Date for Review: March 2021

Values and Principles

Fred Longworth High School is committed to ensuring that all students and all staff are able to learn and work in a supportive, caring and safe environment without the fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at Fred Longworth High School. Bullying causes harm to those who bully, those who are bullied and those who watch. If bullying does occur, all students should know who to tell and know that incidents will be dealt with promptly and effectively. In the event of a bullying incident being unresolved, the school will take advice from outside agencies.

Aims and Objectives of the Policy

To:

- increase awareness and to encourage students to report concerns regarding bullying
- provide protection, support and reassurance for victims
- develop the self-confidence and self-esteem of all students
- develop an effective range of emotional 'self-defence' skills for all students
- promote an anti-bullying ethos amongst the whole school community

What is Bullying?

Fred Longworth High School accepts the DfE definition that bullying behaviour is:

"Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally or both"

Such behaviour constitutes bullying if:

- **it is repetitive, wilful or persistent**
- **it is intentionally harmful, carried out by an individual or a group**
- **there is an imbalance of power leaving the person who is bullied feeling defenceless**

Fred Longworth High School community recognises that being bullied undermines self-esteem and confidence, sometimes with devastating consequences. It can result in long-term psychological harm and it can undermine the ability to concentrate and learn; as a result, it can impact on a young person's chance of achieving their full potential at school and in later life.

Specific types of bullying include:

- **Physically harmful behaviour:** Pushing, kicking, hitting, pinching, and other forms of physically abusive behaviour
- **Emotionally harmful behaviour:** such as taunting, spreading hurtful rumours and excluding people from groups, or cyber bullying

These can be further categorised as:

- **Verbal:** Name-calling, sarcasm, spreading rumours, persistent teasing. This now includes messages by mobile phone and e-mail
- **Emotional:** Excluding, tormenting, subjecting someone to ridicule, or humiliation
- **Racist:** Racial taunts, graffiti, gestures
- **Sexual:** Unwanted physical contact or abusive comments. 'Sexting' may form part of this.
- **Homophobic:** Any hostile or offensive action against lesbians, gay, bisexuals, transgender students or those perceived to be lesbian, gay, bisexual or transgender
- **Cyberbullying:** Mobile threats by text messaging and calls; all areas of the internet such as email and chat room misuse; misuse of associated technology e.g. camera and video facilities and use thereof to deliberately upset someone else. (PLEASE SEE SEPARATE CYBER BULLYING POLICY)
- **Extortion:** Taking money off a student against their wishes

Signs and Symptoms

A child may indicate by signs or behaviour that they are being bullied. All Fred Longworth High School staff should be aware of these possible signs and, if worried, they should investigate the situation further.

If a child:

- is frightened of walking to or from school
- asks to be driven to school
- changes their usual routine
- is unwilling to go to school
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- has unexplained illness
- begins to do poorly in school work
- arrives home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay the bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received
- has changed their eating patterns

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. This list is not exhaustive and any change in behaviour could be a sign of bullying.

Prevention

Prevention is clearly the strategy of choice. This will be addressed in a variety of ways:

- At whole school level, Heads of Year and SLT, through assemblies, will inform students of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place. Assembly time will also be used to challenge the notion that there can be innocent, neutral bystanders with regards to the issue of bullying.
- Peer mentors will be available to all students at lunchtimes, for students to talk through any concerns.
- Anti-Bullying Week in November will be used as an opportunity to raise the profile of this issue.
- At classroom level - especially through PSHE days - the focus will be on developing relationships with strong anti-bullying messages. ICT lessons will have a focus on E Safety, particularly in Year 7.
- Fred Longworth High School recognises that there are particular times when students may be more vulnerable to bullying such as lunch and break times and the beginning and end of the school day. Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents. The Nurture Room, The Inclusion Centre and Heads of Year offices will be particularly used to provide support for vulnerable students.
- Students will have the opportunity to contribute to the school's Anti-Bullying Policy through Student Voice and the School Council.
- Stereotypical views must be challenged and students will be encouraged to appreciate and view positively the differences in others - whether arising from race, culture, gender, sexuality, ability or disability. Inappropriate language will be challenged by staff.
- Parents will be informed of procedures and issues such as E-safety and cyber bullying through the school website, newsletters and evening events such as Year 7 evenings and consultation evenings.

Parental Involvement

Fred Longworth High School is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs. The school recognises the important influence which parents/carers have on their children and would wish to enlist their support when their child is involved in bullying - either as victim or a perpetrator. Parents who believe their children are the victim of bullying should share their concerns with school at the earliest opportunity and be prepared to work with school to keep their children safe in future. All expressions of concern will be taken seriously and investigated thoroughly. Where parents have concerns about bullying, they should contact the appropriate form tutor or Head of Year via their direct phone number or email.

Implementation of the Policy

All staff involved in the teaching and/or supervision of students will take responsibility for addressing incidents which fall within the school's definition of bullying and ensure that the victim receives the support required; the bully is informed of the unacceptability of their behaviour and a record is made of the incident.

All students need to be aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

Incident Management

The school will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff. Bullying can be reported by a student to any trusted adult. When a member of staff receives information, either directly or indirectly, that a student may have been the victim of a bullying incident, this report will be taken seriously and investigated. The relevant Head of Year must be informed immediately of any alleged bullying incidents. This can be reported verbally to Heads of Year, Pastoral staff or Peer Mentors. The school will offer a proactive, sympathetic and supportive response to the victims of bullying. The exact nature of the response will be determined by the particular student's individual needs and may include:

- immediate action to stop the incident and secure the child's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the victim is not responsible for the behaviour of the bully
- strategies to prevent further incidents
- sympathy and empathy
- counselling
- assertiveness training
- extra supervision/monitoring
- creation of a support group
- informing/involving parents
- adult mediation between the perpetrator and the victim
- referral to SLT or local police officer
- restorative approaches or restorative justice
- Head's of Year monitoring the students involved after the issue has been dealt with, in an ongoing way.

For Students Involved in Bullying Incidents

Fred Longworth High School takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way. Steps will be taken to change the attitude and behaviour of the bully, as well as ensuring access to any help that they may need. We will respond to incidents of bullying behaviour in a proportionate way - the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly. These sanctions may include: detention, a period of time in The Internal Exclusion Room or fixed-term exclusion. In the case of persistent bullying, the perpetrator may risk losing their place at the school. At times a student who bullies other students may need advice and support, this may be done via pastoral staff or through a referral to the Inclusion Centre.

Monitoring Arrangements

This policy will be evaluated every year and updated by the designated SLT Anti-Bullying Leader (Pastoral Deputy) where necessary. The views of students, staff, governors, parents and outside agencies will be used to make changes and improvements to the policy on an ongoing basis.

Heads of Year will record any bullying incidents on their own Head of Year trackers. The Pastoral Deputy Head will be made aware of any serious bullying incidents. Bullying incidents will be monitored by the Pastoral Deputy Head and will be reported annually to the Governors at the Pastoral and Community Committee by means of statistics, types of bullying and year groups involved (if necessary).

Each half term bullying reports are sent to the Pastoral Deputy Head from each HOY. The Pastoral Deputy will work with Heads of Year and students and support the whole school policy on an on-going basis.