



ANTI BULLYING POLICY

Status	Pending Final Approval 26/04/2022	Approval	Full Governing Body
Maintenance	Full Governing Body	Role(s) responsible	Head Teacher
Date Effective	March 2017	Date of last review	March 2021
Date of next review	March 2023	Date withdrawn	Not withdrawn.
Lead Professional	Assistant Headteacher	Location of policy	www.coltonhills.co.uk

COLTON HILLS COMMUNITY SCHOOL

Rationale

The school is committed to creating and sustaining a safe positive and inclusive environment for all pupils, staff and parents/carers which is free from discrimination; harassment; and physical and verbal abuse. This policy sets out what students, teachers and parents /carers can expect when the school responds to instances of bullying and supports the school's Safeguarding and Child Protection Policy and Keeping Children Safe in Education (KCSiE).

Who the policy applies to

The policy was developed and is reviewed and monitored through consultation with the whole school community and applies to all members of that community.

Objectives

The policy aims to ensure that all those connected with Colton Hills Community School are protected from bullying behaviour.

The on-going and long term aim of the policy is to reduce the number of pupils who experience bullying, through increasing awareness of this behaviour, its causes and consequences for all who make up the school community. To help students find and put into practice a series of solutions to the problems of bullying.

This policy also aims to ensure that individual cases of bullying will be dealt with consistently and in a constructive and fair manner when they occur. Procedures for dealing with bullying are clearly set out so that all members of the school community know what they can expect from the school and what the school expects of them with regard to bullying.

Bullying and the Law

The law requires that teachers must:

- Promote the general progress and well-being of individual pupils and of any class or group of pupils assigned to them, which includes ensuring as far as possible that pupils are free from bullying and harassment.
- Apply the school rewards and sanctions lawfully.

Legal powers

The law empowers:

- Members of school staff to impose disciplinary penalties for inappropriate behaviour.



ANTI BULLYING POLICY

- Head teachers, to such extent as is reasonable, to regulate the behaviour of pupils when they are off school site (which is particularly pertinent to regulating cyber-bullying).
School staff to use physical force in certain circumstances (Please refer to the schools' restraint policy).

What is Bullying?

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying, racism and discriminatory behaviour will not be tolerated.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Different Types of Bullying include:

- Physical –pushing, kicking, hitting, punching or any use of violence;
- Verbal – name calling, sarcasm, spreading rumours or teasing;
- Emotional/psychological – being unfriendly, excluding, tormenting;
- Racist – racial taunts, graffiti, gestures;
- Sexual – unwanted physical contact or sexually abusive comments;
- Homophobic/Biphobic/Transphobic - because of a person's sexuality and/or gender identity;
- Electronic/Cyber – all areas of the internet, such as emails, social media, messaging apps and internet chat room misuse;
- Mobile threats by text messaging and phone calls;
- Misuse of technology eg: camera phones, cameras and video technology.

Why are pupils bullied?

Possible reasons for pupils being bullied include:

- Race;
- Sexuality;
- Gender Identity
- Physical appearance (including disability);
- Religious beliefs;
- Socio Economic Background;
- Name/ Family.

How can bullying be reported?

Pupils can tell any member of staff about problems they may be having in relation to bullying. Parents and Carers can contact the Form Tutor, House Leader, Success Leader or Assistant Headteacher



ANTI BULLYING POLICY

What happens when bullying is reported?

- Reports of bullying will be taken seriously and records will be kept.
- Staff will work with the young person, support them and find responses to the bullying that work.
- Staff will work with the bully to change patterns of behaviour.
- Staff will work with parents and carers of any student who is being bullied to find solutions to the issues related to the bullying incidents.
- Staff will work with parents and carers of any student who is bullying to encourage the student to find alternatives to bullying behaviour.
- If necessary staff will involve outside agencies if they feel it is beneficial to students, parents and carers.
- If the incident is particularly serious students may be excluded from school activities while investigations are made and solutions sought. If however the solutions have no effect or the bullying was considered so severe it would be harmful to the rest of the school community, he or she may be permanently excluded in line with Local Authority guidelines, although it must be stressed this would be a last resort.

Stand up to Bullying Behaviour

Colton Hills Community School is committed to stopping bullying behaviour but in order to achieve this goal we need everyone's help.

Listed below are things that every member of the school community can expect of the school, and the expectations of every member of the school community.

All Pupils

- If you are a victim of bullying, tell an adult in school.
- Tell an adult at home or an adult who can support you and help you to report incidents that have occurred.
- Support pupils who may be vulnerable, don't stand by and watch others being bullied. Report incidents that you see to an adult in school. Do not attempt to challenge the bullying behaviour yourself.
- If you are worried about your own or another pupils physical safety do not hesitate to tell a member of staff. Your concerns will be taken seriously.
- If bullying takes an electronic form, save records of conversations, for example text messages or messages on social media sites such as Instagram.

If you are being bullied you can expect the following

1. You will be listened to and taken seriously.
2. It will be investigated fully.
3. Action will be taken to help you and stop the bullying.
4. You will be given an opportunity to discuss how the bullying has made you feel and find appropriate strategies to deal with these feelings and to cope with bullying behaviour.

This Means



ANTI BULLYING POLICY

- Your Form Tutor, Year team, House team or Learning Support staff working with the Anti-Bullying Policy will be told about your situation so that they can help to support you.
- That if you have been bullied you will be given a chance to work with the staff to find strategies to deal with bullying and any related feeling or worries that you might have.
- You may well be offered a chance to work with other agencies currently working with the school.
- The member of staff working on the case will let parents and carers know what is happening, offer support and guidance to them which in turn is designed to help and support you.
- The situation will be monitored closely to ensure the bullying has stopped and that you are happy with how things are going.
- If you are ever afraid for your physical safety, staff will take immediate action to keep you safe with help from their colleagues, parents /carers and any other outside agencies that may be necessary.

Pupils who are bullying

Bullying has no place at Colton Hills Community School. If you are involved in bullying you can expect that:

1. Your bullying behaviour will be challenged.
2. You will be treated fairly.
3. If you are accused of bullying, the matter will be investigated thoroughly.
4. You will be given an opportunity to change your behaviour and encouraged and supported in doing so.

This Means

- You will be expected to work with staff to look at the reasons.
- That if you have been bullying you will need to find and put into practice other ways of behaving.
- You will be offered the chance to participate in workshops directly related to your needs, for example, Healthy relationships, Respect programme
- You may be offered the chance to work with outside agencies.
Your Form Tutor, Pastoral Team or Learning Support staff will let your parent/carer know what is going on and offer them a chance to help and support you in changing your behaviour.
- If you don't work at changing your behaviour then staff will have to take more serious action, e.g. suspending you from some school activities.
- It is our priority to make Colton Hills Community School a safe and positive place for the whole school community. If you take part in a serious campaign of victimisation, abuse and intimidation, or exhibit serious physical bullying against any other person belonging to the school community, the incident will be investigated and you may well be excluded.

Staff

All staff can expect to be properly trained and supported when dealing with bullying issues.

All staff will be expected to:

- Promote an environment that is constructive and safe for all pupils through their own teaching practice and actions.



ANTI BULLYING POLICY

- Follow procedures set out in this policy when they are dealing with bullying.
- Work in co-operation with colleagues, pupils, parents/carers, staff from other organisations and the schools board of governors to combat bullying.

Parents/Carers

Staff will do their best to address any concerns you have about bullying; and you will be asked to co-operate with the school in supporting your child and promoting the message that bullying behaviour is not acceptable.

If your child is being bullied, you can expect that;

- You and your child will be listened to.
- Staff will ensure that you are involved in the process of supporting your child in dealing with the bullying.
- Staff will do their best to address any concerns you may have.
- Whenever it is considered necessary the school will put you in touch with outside agencies that can help to support you and your child in addressing his/her experiences of being bullied.

If your child is bullying another pupil, you can expect that:

- You and your child will be listened to.
- Your child will be treated fairly.
- Your child will be expected to change his/her bullying behaviour and will be supported and encouraged to do so by staff.
- Whenever it is considered necessary the school will put you in touch with outside agencies that can help and support you and your child in addressing his/her bullying behaviour.

If you have any concerns regarding another child that attends Colton Hills Community School who may be experiencing bullying, please mention this to a member of staff.

Governors

School Governors can expect to be kept up-to-date on the progress of the schools anti-bullying work, and to receive an annual report on intervention strategies and details of bullying incidents. They can also be expected to be a full part of the annual policy review process and set recommendations for change.

Preventing Bullying Through the Curriculum

Bullying is addressed formally within the schools Personal Social Health and Economic Education (PSHEE) curriculum and assemblies. PSHEE is delivered in form periods which allow for a thematically based curriculum, which provides pupils with an exciting and diverse PSHEE Curriculum that utilises outside agencies to meet the needs of all students. The PSHEE resources are prepared by the PSHEE Coordinator.

The following topics are covered:

- Settling into a new school
- Bullying
- Prejudice and stereotyping
- Banter
- Discrimination



ANTI BULLYING POLICY

- Disability Awareness
- SUMO principles
- Anger Management
- Conflict Resolution
- Self esteem/Self worth/confidence
- Homophobia/Biphobia/Transphobia/LGBT
- Hate crime
- Cyber- Bullying, misuse of social media and online safety

Other topics:

- Sex and Relationship Education (spiral curriculum)
- Alcohol and Drug Education
- Crime

Assemblies: The whole school is involved in assemblies that incorporate the issues shown above

Policy Development

The Anti Bullying Policy was developed via some consultation with stakeholders including the local authority, staff, and governors.

This will be reviewed thereafter by governors as required.