



Hetton School

Student
Support

Respect. Learn. Achieve.

Anti-Bullying Policy 2018-19



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Aims

Hetton School aims to ensure that all members of the school community feel welcome, safe and happy and so are able to learn and make progress. Bullying of any kind prevents this from happening. Bullying makes people feel unsafe.

As a school, we take bullying seriously. Students, parents and carers should understand that reporting bullying is essential, and be assured that the school will support them fully whenever bullying is reported. It is the responsibility of all members of the school community to implement the Anti-Bullying Policy. We comply with the Equality Act 2010. Hetton School has been awarded the Sunderland Youth Parliament anti-bullying gold charter mark (currently under re-designation).

Policy Objectives

- To build an anti-bullying ethos in the school, underpinned by our RESPECT agenda.
- To ensure all staff, students and parents and carers have a clear understanding of what bullying behaviour is.
- To ensure all staff, students and parents and carers have a clear understanding of how to report incidents of bullying.
- To ensure all staff know and understand the school policy on bullying and follow it when bullying is suspected or reported.
- To ensure that all students, parents and carers know the school policy on bullying and feel confident to activate the anti-bullying systems.
- To change attitudes about bullying behaviour.
- To increase understanding for students who are bullied/bully others.

Statutory Obligations

A key provision of the Equality Act 2010 is a public sector Equality Duty, with which schools are required to comply. This means that Hetton School has a responsibility to promote positive relations between and provide equal opportunities for students who share a *protected characteristic and those who don't share it. In doing so we strive to eliminate discrimination, harassment and victimisation of our students.

*Protected characteristics include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Definition of Bullying

Bullying is deliberately hurtful behaviour. It can be a one-off incident, but more commonly it is repeated over a period of time. It can be carried out by individuals, or by groups. It can be emotional, physical, racist, sexual, verbal, and homophobic or a combination of these in nature. It can take the form of name-calling, threatened violence, actual violence, intimidation, isolation, ridicule, or other action such as spreading unpleasant stories and gossip, sending text messages, e-mailing and telephoning. All bullying is designed to make the victim feel threatened, humiliated and unsafe. Not all negative interactions between students can be characterised as bullying and the school works hard to ensure that students understand the differences between bullying and 'falling out' or arguing.



Signs of bullying might be:

Physical: bruises, scratches, cuts, damaged clothes

Health: loss of appetite, stomach-aches, headaches, soiling/bedwetting

Emotional: unwillingness to go to school, withdrawn or secretive behaviour, unhappiness, unusual shows of temper, refusal to speak about problems, high levels of anxiety.

Change of routine: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, lost or missing belongings.

Academic: concentration difficulties, damage to work, missing work.

Beyond the School Premises

At Hetton School we encourage positive behaviour and provide an ethos of mutual respect. This includes not only the school community but also the wider community. We investigate and act upon reported incidents of bullying, both within and outside of the school premises, such as on public transport or in the town centre.

Role of the Bystander

Bullying is rarely perpetrated by a single person without some form of reinforcement, whether active or passive, willing or unwilling, from others. It is important therefore that we aim to work with not only students who are bullied, but also those who bully, and those who are bystanders.

Cyberbullying

Cyberbullying involves the use of technology, which can occur at any time and blurs the boundaries between school and home life. If students wish to report cyberbullying whilst out of school they can do so via the learning mentors email address or by texting the school's anti-bullying hotline. We recognise this form of bullying as different in terms of its potential to reach a much wider audience much faster than was possible before the development and ease of access of new technologies. We work with students and with parents and carers to promote safe use of the Internet and use assemblies, tutor time, ICT lessons, newsletters and the school website to highlight the issues around cyberbullying and safe Internet use. We have a separate E-Safety Policy and Parental Agreement.

Preventing Bullying

Prevention is always better than cure. At Hetton School everyone is vigilant for signs of bullying and always take reports of bullying incidents seriously. We use the curriculum to reinforce the ethos of the school and to help students to develop strategies to combat bullying behaviour. We make sure that students understand that they must report any incident of bullying to an adult and that, when another student tells them that they are being bullied, or if they see bullying taking place, it is their responsibility to report this to a member of staff. There is guidance in the student organiser about the action a student should take if they have been bullied, or if they are aware of other students being bullied. Students can report incidents anonymously email.



Reporting Bullying

Students who are bullied, who witness bullying or who have even participated in bullying, should feel confident to report it to any member of the school staff. Each incident will be dealt with on its own merits, but all reported incidents of bullying will be taken seriously and investigated. Incidents will be recorded on the school system. Students may be asked to write a report themselves. In order to ensure effective monitoring of bullying behaviour and to facilitate co-ordinated action to prevent it, all proven incidents of bullying will be recorded by the Pastoral staff. If the bullying has a racist element then it will also be treated as a racial incident and recorded as such.

Responding to Bullying

When an incident of bullying is discovered, staff will discuss issues relating to the incident with the students involved, in a way suitable to their age and level of understanding. We try to make use of the problem-solving approach. Each pupil will be given an opportunity to talk and the discussion will remain focused on finding a solution to the problem and preventing any recurrence of the bullying. Students who have been bullied will receive appropriate support, including help from external agencies, where needed. Students who have bullied will be offered help or counselling, also from external agencies where appropriate.

If bullying persists, one or a combination of the following actions will be taken:

- An official report will be made and filed in the student's chronology.
- Tutors will be informed.
- Existing disciplinary sanctions will be used.
- Parents or carers will be contacted to discuss the issues. They will be given feedback on progress in dealing with the incident. Additional external help may be sought for example from counselling services or specialist anti-bullying organisations, educational psychologists or Behaviour Support Services.
- Isolation or exclusion from the school – this is dependent on the severity and / or persistence of the bullying and will be a final resort.
- Staff, Peer Mentors some of whom are Anti-bullying Ambassadors. They are trained to use strategies to prevent bullying and to respond to bullying incidents. These include:
 - Role-play and other drama techniques to help students understand and appreciate the feelings of others.
 - Circle approaches to help students share information and to provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour.
 - A programme of Tutor time sessions focusing on bullying, delivered during the academic year covering all year groups.

Involvement of Parents and Carers



The parents or carers of students who bully and those who have been bullied will be informed of the incident and will be asked to support strategies proposed to tackle the problem.

Students who bully will be helped to understand the pain this causes to others and reminded of the possible consequences of bullying. The sanctions for repeated incidents will be explained clearly to them. Support will be agreed to ensure they do not repeat bullying behaviours and their child may be monitored. Parents and carers will be involved in ensuring that the monitoring process and all other decisions designed to reduce bullying behaviour are implemented.

Parents and carers are reminded through letters, newsletters and the school website, that their children must tell someone if they experience bullying. If students keep information from the school, or from their parents or carers, the problem is unlikely to be solved and the period of suffering will be prolonged. Hetton School will keep this policy under continual review. Where necessary, we call on outside resources such as the Behaviour Support Service and the Educational Psychology Service or internally the use of Learning Mentors, Peer Mentors, Cybermentors, Anti-bullying Ambassadors or the school Counsellor can be accessed.

Information for Students

This information is in the student organiser and is contained in information leaflets available around school.

Students in or on the way to and from Hetton School, and in the local area, are entitled:

- To feel safe and not to be made unhappy by others.
- Not to be frightened by others.
- Not to be teased about race, religion, disability, social class, gender, personal differences, performance at school or any other matter.
- Not to be made unhappy by unpleasant notes, letters, text messages, e-mails, posts, phone calls, any form of gossip, or by any other means.

*** If you are bullied:**

- Remember that it is not your fault. Nobody deserves to be bullied.
- Try to stay in a friendly group.
- Try to be confident even if you do not feel it, but remember walking away is not cowardly.
- If you are worried or frightened tell an adult as soon as possible.
- Keep a diary recording what happened, when, where and with whom

*** Who you should tell:**

- The Anti-Bullying Co-ordinator, Miss Duff
- Your Tutor
- Your Head of Year or Deputy Head of Year
- A mentor (Mrs Kell, Mrs Anderson, Miss Lloyd)
- A Peer Mentor, ambassador or Cybermentor
- Your parent, carer or anyone at home
- A friend, if this helps
- In an emergency tell the nearest adult
- Any member of staff you feel happy to talk to, or feel you can trust



*** When to tell:**

- If you are afraid – report the bullying as soon as you can.
- Otherwise – report the bullying when you are not in lessons – before school, at break, at lunchtime or after school. Staff will make time to listen to you.
- You can also report bullying via the SNAP box in the school library or via the email address on the Hetton School website. To report cyber-bullying or if you have concerns regarding on-line safety, you can report directly to the social media platform.

Important

- It does not help to keep the problem to yourself. You need support, and students who bully need help so that they can change their behaviour.
- The problems are unlikely to go away if you ignore them, and they could get worse.
- Take a friend with you if you are worried about telling someone – your friend may help you do this.
- Staff will listen to you in confidence as far as they can, but you must be aware that they may have to pass on certain information to get you the help you need. They will always tell you what they are going to do.

Monitoring, Evaluation and Review

The policy has been developed in line with advice from the Local Authority and DfE guidance.

This policy needs to be read in conjunction with other Hetton School related policies.

These include

- Child Protection
- Peer on Peer Abuse
- Attendance Policy
- E-safety and acceptable use policy
- Complaints procedure