



# LONGHILL

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HIGH SCHOOL

## Anti-Bullying Policy

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Anti Bullying Policy

SLT (I:), Policy Library, Longhill High School Policies (Ratified by Governors November 2018)

## **Longhill High School Anti-bullying Policy**

At Longhill, we wish to encourage an environment where independence is valued and individuals can flourish without fear. This school is a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and should be treated with respect.

### **Aims and purposes of this Policy**

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all students and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination. We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our students to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our students by society when they leave school and enter the world of work or further study. We are committed to improving our school's approach to tackling bullying by regularly monitoring, reviewing and assessing the impact of our preventative measures.

### **Definition of bullying**

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied.

The nature of bullying can be:

PHYSICAL	Hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
VERBAL	Name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
PSYCHOLOGICAL	Deliberately excluding or ignoring people
ATTACKING PROPERTY	Damaging, stealing or hiding someone's possessions
ONLINE	Using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following:

APPEARANCE OR PERSONAL SITUATION	Bullying that is directed at a person or group of people because of their appearance or because of a particular situation that they might be in.
RACE	Bullying that is directed against someone because of the colour of their skin, their ethnic background or a group of people they represent. A racist incident is defined as any incident which is perceived to be racist by the victim or any other person.
RELIGION OR BELIEF	Bullying aimed at someone because of their religion or beliefs.
CLASS OR CULTURE	Bullying aimed at someone because of their class or culture.
GENDER	Bullying aimed at someone specifically because of their gender.
SEXUAL ORIENTATION / GENDER IDENTITY	Homophobic, biphobic or transphobic bullying of someone because of their sexual orientation or gender identity.

**No form of bullying will be tolerated and all incidents of bullying will be taken seriously.**

### **Reporting Bullying**

It is important that we create an atmosphere in the school where students who are being bullied, or others who know about it, feel that they will be listened to and believed and that action taken will be sensitive to their concerns. Staff will always take allegations of bullying seriously and will deal with them promptly and appropriately. Not telling protects the bully or bullies. We fully encourage our students not to retaliate but to tell if they or someone else is being bullied.

**STUDENTS WHO ARE BEING BULLIED:** If a student is being bullied they are encouraged not to retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

Report to a teacher – such as a Mentor, Head of Year or anyone in the Pastoral Support Team (PST)

Report to an older student such as a peer mentor, Yr11 prefect, LGBTU allies group

Report bullying by: Emailing [anti-bullying@longhill.org.uk](mailto:anti-bullying@longhill.org.uk)

Report to other school staff such as the school nurse, school counsellor, Primary mental health worker  
Call ChildLine to speak with someone in confidence on 0800 1111

### **Reporting - roles and responsibilities**

**STAFF:** All school staff, both teaching and non-teaching have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's efforts to prevent bullying. If staff are aware of bullying, they should reassure the students involved and inform a relevant member of the pastoral team. The following staff members are anti-bullying leads: All Heads of Years, Matt Kelly (Behaviour & Inclusion), Fi Barton (EHWB), Chris Kibble (Inclusion).

**SENIOR STAFF:** The Senior Leadership Team and the head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people. In addition to the designated anti-bullying leads, Matt Kelly and Fi Barton are the Senior Leaders responsible for anti-bullying.

**PARENTS AND CARERS:** Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should tell their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office or a member of staff such as your Child's Mentor or Head of Year.

**STUDENTS:** Students should not take part in any kind of bullying and should watch out for potential signs of bullying among their peers. They should never be bystanders to incidents of bullying. If students witness bullying they should support the victim, encourage them to report the bullying and, if possible, accompany them to tell a trusted adult.

### **Responding to Bullying**

It should be made clear to the targeted student that revenge is not appropriate and to the bully that their behaviour is completely unacceptable. Every effort will be made to resolve the problem by involving both parties. A number of decisions will need to be made which will depend on each individual incident. The following needs to be taken into consideration when dealing with a bullying incident:

- The feelings of the student who has been bullied.

- Response to be immediate, appropriate and with a sensitive investigation.
- Target offered appropriate support.
- Students involved in the bullying are also offered support.
- Consideration given as to whether involvement of police is necessary.
- If necessary communication devices will be confiscated if cyber bullying has taken place.

## **Procedures**

Staff will record the bullying on an incident reporting form and also record the incident centrally on the school's database (SIMS)

Designated school staff will monitor incident reporting forms and information recorded on SIMS analysing and evaluating the results

Designated school staff will produce termly reports summarising the information, which the head teacher will report to the governing body

Support will be offered to those who are the target of bullying from the pastoral team in school, from a [peer mentor,] or through the use of restorative justice or other programmes

Staff will pro-actively respond to the bully, who may require support from the pastoral team, peer mentors or through the use of restorative justice programmes

Staff will assess whether parents and carers need to be involved

Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly where actions take place outside of school and recommendations will be given to parents/Carers.

## **Bullying outside of school**

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of online bullying in particular means that it can impact on students' well-being beyond the school day, see E-safety policy. Staff, parents and carers, and students must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

The school will endeavour to follow up bullying incidents that take place outside of school however this is not always possible and we would advocate the following:

- We encourage Parents / Carers to report any incident to the Police
- Talk to the transport company about bullying on buses (Use of Bus Monitors).
- Talk to the Head of another school whose students are bullying off the premises.
- Map safe routes to school and let students know.
- Talk to students about how to avoid or deal with bullying outside the school premises.
- Inform Parents/Carers regularly about the age restrictions of social media sites and encourage parents to take an active supervisory role when their children are using such sites.

## **Derogatory language**

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on [SIMS/PARS or other school database] and follow up actions and sanctions, if appropriate, will be taken for students and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

### **Prejudice-based incidents**

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting incidents to the governing body and local authority. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

### **School initiatives to prevent and tackle bullying**

We use a range of measures to prevent and tackle bullying including:

- A student-friendly anti-bullying policy, which can be found in students' diaries, ensures all students understand and uphold the anti-bullying policy
- The PSHE programme of study includes opportunities for students to understand about different types of bullying and what they can do to respond and prevent bullying
- Mentor time provides regular opportunities to discuss issues that may arise in class and for Mentors to target specific interventions
- Whole-school and year group assemblies help raise students' awareness of bullying and derogatory language
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-bullying week, Black History Month and LGBT History Month.
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible
- Stereotypes are challenged by staff and students across the school
- Peer mentoring and student-led programmes such as the LGBTU allies group offer support to all
- Restorative justice programmes provide support to targets of bullying and those who show bullying behaviour
- Students are continually involved in developing school-wide anti-bullying initiatives through consultation with groups for example through the peer mentors group, prefects and through regular surveys
- Working with parents and carers, and in partnership with community organisations such as Allsorts, to tackle bullying where appropriate

### **Immediate possible Support/Strategies for the student/s:**

- Counselling
- Anti-bullying support groups
- Peer Support (e.g. Yr8/9 Peer mentors, Year 11 Listeners,)
- Keeping a diary
- Buddy support system within Mentor group
- Support of Bus Monitors
- Lunchtime Social Club
- Frequent and regular monitoring

**Training**

The head teacher is responsible for ensuring that all school staff, both teaching and non-teaching receive regular training and information on all aspects of the anti-bullying policy.

**Monitoring and reviewing**

The head teacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with students. The policy is reviewed every 12 months, in consultation with the whole school community including staff, students, parents and carers and governors.