

Hazel Grove High School

Anti-bullying Policy



Key Responsibility: MR K Murphy
Last Reviewed: May 2010
Next review: May 2011

**Approved by Governors on
14th June 2010 at the
Standards and Curriculum
meeting**

1. Philosophy

- Hazel Grove High School defines bullying as 'behaviour by one or more people, repeated over a period of time, which produces damaging or hurtful effects, physically or emotionally to any individual'.

Bullying can be:

- Emotional – being unkind, excluding, tormenting, shouting
- Physical – pushing, kicking, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact, sexual abusive comments
- Homophobic – focussing negatively on the issue of sexuality to cause offence.
- Verbal – name calling, teasing, sarcasm, spreading rumours
- Cyber – email. Text messaging, mobile phone, chat rooms
- As our School is fully committed to creating an ethos which is caring and where students feel safe and secure, so that each one can work, learn and develop in an atmosphere of openness and harmony, it is therefore contrary to the ethos of the school to tolerate any incidents of bullying.

2. Principles

- To provide solid definitions of bullying and to ensure that all students and staff are aware of this policy and fulfil their obligations to it
- To help create a safe, learning environment where bullying is eradicated or at least minimised, in accordance with the E.C.M.
- To treat all incidents of bullying seriously and allow them to be resolved with respect, fairness and dignity
- To monitor and support victims and bullies
- To meet any legal obligations which rest with the school

3. Objectives

- To make students, staff, parents, carers and Governors aware of all forms of bullying
- To establish collective responsibility for eradicating bullying
- To make it clear that bullying will not be tolerated
- To give clear guidance on procedures to follow (where to go / who to tell / when appropriate)
- To maintain central records of significant incidents of bullying which are accessible via the SIMS system
- To support pro-actively the national anti-bullying week



4. Student Responsibilities

- To treat others as you want to be treated yourself – refrain at all times from any behaviour which would constitute bullying
- To be fully aware of what bullying means
- To recognise the signs of bullying and know how to deal with a situation proactively
- To have a clear understanding of who to go to for help (choose someone you are comfortable with)
- Do not turn a blind eye to bullying

5. Staff Responsibilities

- To listen to what students have to say
- To take what students have to say seriously
- To record what is said
- To pass the information as appropriate to the student's Form Tutor / House leader
- To make it clear that the student has made the right decision to tell
- To make it clear to the student that you cannot guarantee secrecy
- To monitor the students / involved
- Dealing swiftly, sympathetically and effectively with all bullying incidents reported so that they are seen to be dealt with promptly and fairly and both victim and bully are dealt with effectively.
- Making use of curriculum time to deliver anti-bullying lessons to yr 7 with further lessons in other years to emphasise the wrongness and danger of bullying and to elicit practical suggestions from the pupils to manage its ongoing eradication in the school.
- Inclusion of a statement about bullying in each child's journal so that the schools stand on bullying is clearly stated and understood. This message to be consistently repeated publicly at e.g. assemblies and year meetings.

6. Parental / Carers responsibilities

If you suspect your child is either being bullied or bullying others in school:

- Gather as much information as possible
- Share that information with a member of school staff (i.e. Form Tutor / House Leader).
- Co-operate and assist the school in trying to resolve the incident in line with school's policy
- Actively endorse and support the school's policy on Anti-Bullying
- Stress to your child the importance of acceptable, non aggressive behaviour in line with school's Fair Rules.

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7. Procedures

- We encourage students to inform a teacher or other adult in the school immediately if they feel threatened or are being bullied. Younger students can also report bullying to a student mentor or prefect. All students have access to the "text someone" number.
- The form teacher or non teaching head of house offers an identified adult with whom students can talk in confidence and who can offer support and help.
- The Head of house should be informed of all incidents of bullying.
- The Head of house should interview the 'victim'. He/She will then decide how to proceed and inform the student what is going to happen. A record of the incident will be kept and is reported to the senior linked teacher; if the matter is considered to be of a serious nature, the Head Teacher should be informed.
- If a parent/carer wishes to discuss a bullying incident, he/she should make an appointment with the head of house.

8. Intervention / Preventative Strategies

These may include:

- Assemblies
- Peer Support Scheme
- An awareness through curriculum deliver e.g. skills for life
- Mentoring
- Anti-bullying week
- Record keeping
- Staff presence at break / lunch times / bus duty
- Staff awareness raising of potential situations / victims e.g. IEP's
- House Council Meetings / School Council meetings
- Staff training
- Prefects
- Personal safety evenings for parents / carers

9. Intervention / Reactive Strategies

- Spoken to by an appropriate member of staff (bully and victim)
- Support offered to both victim and bully
- Parents / carers informed
- Mediation / Reparation
- Counselling – face to face / group work / circle of friends
- Sanctions to consider removal of privileges, detention, referral room ,exclusion

10. Policy Ownership and responsibility

- Ultimate responsibility for its introduction and implementation of this policy will rest with the School Governors / Leadership group. However, it is important to remember that all staff, students and parents / carers have an active part to play in the evolution, development and maintenance of this policy.