



HENLEY-IN-ARDEN SCHOOL

Achieving Excellence Together

Name of Policy	Anti Bullying	
Lead	Mrs N Thompson, Assistant Headteacher	
Governor Committee	Chair of Governors	
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Statement of Intent

We are committed to providing a caring, friendly and safe environment for all members of our community so they can learn and work in a safe and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all individuals should be able to tell someone and know that incidents will be dealt with promptly and effectively.

Bullying hurts and everybody has the right to be treated with respect. People who are bullying need to learn different ways of behaving.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have a shared understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow common procedures when bullying is reported.
- As a school we take bullying seriously. Bullying will not be tolerated.
- Pupils and parents should be assured that they will be supported when bullying is reported

Responding to Bullying

We will guarantee a 'first day' response to all issues of bullying that come to our attention.

At Henley-in-Arden School we try to see problems before they arise, we believe that knowing our students well lies at the heart of being proactive when it comes to dealing with bullying. We start to get to know the students right from the primary transition induction and inform them of the pastoral routes to go down if they are experiencing bullying. We support through: Form Tutors, Pastoral Manager and Progress Leaders. There is an extensive range of mentoring services staff internally who are mental health trained and a significant amount of information for self help on the school website.

All members of our community are encouraged to speak out about any matters of concern. The school website under Advice and Learning has a **Report Bullying** link. This form encourages safe and confidential whistle blowing. An email address (bullyworries@henleyschool.com) is also available; this is monitored by pastoral staff. The school holds special events such as concerts and drama productions to discuss Bullying, e-safety and online bullying and regularly shares advice from Warwickshire police for example. The school has timetabled weeks with a Kindness theme.

The sanctions system supports identification and escalation of bullying trends within school and a comprehensive record of patterns and behaviour is kept and built.

In addition there is a carefully constructed induction process for new students; active use of PSHRE and assemblies to develop peer pressure against anti social behaviour and unkindness. The school actively runs Kindness weeks and makes use **#mpath** to encourage empathy and consideration for others.

Staff within the Pastoral Care structure work closely together, through our Pastoral care system to respond promptly and effectively to any issues that arise.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person, whether physically or mentally. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on an issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: all areas of social media. Misuse of associated technology, i.e. camera & video facilities

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- 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
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged

- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- 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 & jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and therefore investigated

Procedures

The bullying behaviour/threats of bullying investigated and stopped as efficiently as possible, bearing in mind a comprehensive investigation takes time.

- Bullying reported. Any issue raised will be recorded and investigated. Appropriate consequences will be applied and communicated. The behaviour system will be used appropriately and escalated where relevant. The views of the student are paramount to encouraging a 'listening' policy. Through supportive Pastoral Care we would seek to bring about change in behaviour and outlook going forwards, both of the victim and perpetrator.
- If problems are not resolved using 'low key' approaches, sanctions will escalate through the consequence system and parents will be informed via the school gateway.
- In serious cases of student bullying, a C4 will issued and parents and students will have a reintegration meeting following a referral meeting and isolation.
- If necessary and appropriate, the police will be consulted. The school actively encourages parents to report incidences of cyber bullying to the police. The students are not allowed to use their phones during the school day, therefore cases where this has happened will be dealt with appropriately.
- In cases where staff are involved advice should be taken from an appropriate member of the leadership team and if necessary the chair of governors

Outcomes

- In minor cases a C1/C2 will be given and students will be spoken to and given support as part of a 'low key' approach.
- In serious cases, C3 (detention), C4 (isolation), or fixed/permanent exclusion will be considered. The school will also support police intervention where appropriate.
- If possible, the pupils will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored. All incidents are recorded to effect recognition of patterns

Prevention

The particular strategies will differ according to circumstances; as and when appropriate, these may include:

- Signing a behaviour contract – the contract for behaviour is in the student booklet received on the first day of the academic year.

- Bullying will be a specific covered through the PSHRE schemes of work as well as in relevant subject areas.
- Each year assemblies and Kindness events will be planned. Trends in the community and developments in Social Media will be shared via school comms and the website.
- Student Council will discuss and seek to proactively counteract bullying as well as share any concerns in the student community.
- Year 10 students will continue to mentor Year 7 students to foster kindness and peer mentoring for all from the outset of secondary school life.
- Prefects will be trained after their appointment, in the recognition of and procedures to be followed in possible cases of bullying