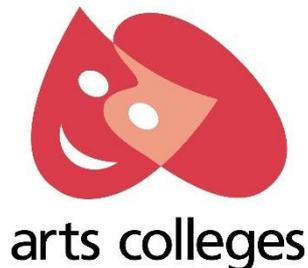




# HENLEY-in-ARDEN SCHOOL

## Anti-Bullying Policy



Written: October 2014

Approved by Governors: November 2014

Review: November 2017

## 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, heads of year ; a carefully constructed induction process for new students; an extensive range of mentoring services; an active school council; a closely monitored school diary system; active use of PSHCE and assemblies to develop a 'telling', philosophy and a system of regular leadership and pastoral meetings to share good practice.

Our Form Tutors, Heads of Year and Leadership Team work closely together, through our Pastoral care system to respond promptly and effectively to any issues that arise. All members of our community are encouraged to speak out about any matters of concern.

## What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. 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 internet, such as email & internet chat room misuse, threats by text messaging & calls. 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 should be investigated

## Procedures

The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly

- Report bullying incidents to staff or mentor, often this might be a form tutor, or a member of staff the pupil feels they get on with but could be any member of the school community. Any issue brought to the attention of staff will be recorded and appropriate action taken in conjunction with the appropriate Head of year or line manager. Often in the first instance matters can be resolved best by keeping them 'low key'. We believe that the views of the student are paramount to encouraging a 'listening' policy. We would encourage empathy leading to an apology and repentance to try and resolve the problem. Parents may be informed.
- If problems are not resolved by 'low key' resolution or if there is a case of serious and repeated bullying, then further action will be taken. The decision over particular actions will be taken in discussion with the person being bullied. Evidence will be kept and filed. Parents will be informed.
- In serious cases of student bullying, parents will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate the police will be consulted
- Attempts will be made to work with the bully (bullies) to effect changes in their behaviour
- 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

The bully (bullies) may be asked to apologise.

- In serious cases, detention, isolation, suspension or even exclusion will be considered
- If possible, the pupils will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## Prevention

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

- Signing a behaviour contract – the contract for behaviour will be contained in the school diary and will be signed at the start of the year by all pupils and parents.
- Bullying will be a specific subject for PSHCE schemes of work and will be covered within other aspects of the curriculum such as English and RE

- Each year an assembly will be given by the Heads of School on the specific subject of bullying
- Through the drama /arts curriculum there will be study of scenarios through role play and forum theatre.
- Where appropriate heads of year will set up anti bullying peer councils
- Prefects will be trained after their appointment, in the recognition of and procedures to be followed in possible cases of bullying