



WENNINGTON HALL SCHOOL

BULLYING AND HARASSMENT POLICY

Our school will promote respect for others, intolerance of bullying and harassment, the importance of discipline and the difference between 'right and wrong'.

1. Our definition of Bullying

BULLYING IS:

- Deliberately hurtful.
- While recognising that even a one off incident can leave a person traumatised and nervous of future recurrence; repeated, often over a period of time.
- Difficult for victims to defend themselves against.

It can take many forms but the main types are:

- Physical – hitting, kicking, and taking another's belongings.
- Verbal – name calling, insulting, making offensive remarks.
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones sexting.

IT IS NOT BULLYING WHEN:

- There is no intention to hurt or harm, ie behaviour is thoughtless or accidental.
- There is a one-off fight/argument between pupils of equal stature or strength.
- There is a good reason why others cannot be included in a group activity.
- A pupil is called a nickname with which they are happy.

2. Creating an Anti-Bullying Climate

Bullying will not be tolerated and we make this clear in the information we give to pupils and parents when they join our school. The Wennington Hall School Behaviour for Learning Policy explains our expectations for positive behaviour in school to create an environment where pupils feel safe and happy.

WENNINGTON HALL SCHOOL AGREES THAT:

- All pupils and staff have the right to feel happy, safe and included; bullying is therefore unacceptable.
- As a school, we will work to promote an environment free from threats or fears thereby enhancing individual aspirations and achievement.

3. Responding to bullying incidents in school:

- a. If a pupil experiences or witnesses bullying in school, they should report it to a responsible adult, eg teacher, TA or RESW.
- b. Staff who witness or are made aware of bullying must report this in the occurrence book, inform relevant staff and report on CPOMS.
- c. Parents who feel concerned about bullying should contact the school who will then follow it up by alerting the SMT.
- d. Details will be taken that include the full names of the individuals involved and the date, location and nature of the bullying incident to be recorded in the bullying log book. A full report of any action must be placed on the file of any student involved.

4. How do we support pupils experiencing bullying.

All reports will be taken seriously and followed up by teaching staff, RESW's, TAs, Headboy and where necessary the SMT.

- Pupils will be reassured that they do not deserve to be bullied and that this is not their fault.
- We will then assure them that it was right to report the incident.
- We will encourage them to talk about how they feel.
- We will try to ascertain the extent of the problem.
- We will engage them in making choices about how the matter may be resolved.
- We will try to ensure that they feel safe.
- We will discuss strategies for being safe and staying safe.
- We will ask them to report immediately any further incidents to us.
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.
- We may involve their friends/older pupils in peer support/ a buddying scheme/mediation.
- We may inform parents and carers.
- We will keep records of incidents that we become aware of and how we respond to them.
- We will follow up after incidents to check that the bullying has not started again.
- We will deal with pupils who are bullying in an appropriate way.
- We will also work with pupils who have been involved in bullying others to ascertain the sort of support that they themselves need.
- Pupils may be asked to attend the anti-bullying focus group run by AG/KC/HK.
- The Headboy is involved in some 'focus sessions' when it is considered appropriate.
- The Headboy visits all groups to ascertain if anyone is being bullied or feels unsafe.
- As part of the pupil induction process the Headboy talks with all pupils new to the school.
- The Schools Council discusses and reviews 'Bullying' in its meetings making recommendations where necessary.
- Questions linked to bullying are included in school surveys.

- Records are kept in a uniform and systematic way and this information is drawn on for individuals, groups and whole school training.

This policy does allow for flexibility in response because there is a tendency, often quite a natural one, to want to investigate an incident and ‘get to the bottom of it’. Sometimes this will be entirely appropriate. There will be other occasions where an extended investigation is actually unhelpful and where a problem solving approach will be the most effective response.

5. More serious incidents

If necessary, we will invoke a full range of sanctions. These include:

- Removal from the group or house
- Withdrawal of break and lunchtime privileges
- Detention’s after school
- Withholding participation in school events that are not an essential part of the curriculum.

It may also include fixed term and permanent exclusion from the school, both of which involve communication with parents/carers.

6. Our PSHE curriculum is used to:

- Raise awareness about bullying in its many forms e.g. cyberbullying – sexting etc.
- Raise awareness of safeguarding both in school and the wider Community.
- Increase understanding around perpetrators and victims of bullying.
- Develop an anti-bullying ethos.
- Teach skills that enable pupils to constructively manage their relationships with other regardless of sexual orientation.
- Develop and extend their knowledge on RSE, Healthy Relationships, CSE, Sexting, Extremism and Radicalisation and all forms of abuse.
- Staff delivering PSHE lessons lead discussions about relationships, including the breakdown of friendships which can lead to bullying.
- Some school assemblies will focus on aspects surrounding positive relationship skills
- Posters will be used to remind pupils that bullying is not acceptable in any form and signpost them to sources of help.
- Posters of telephone/text helplines will be made accessible in key areas.
- The school has an Anti-Bullying Focus/Workshop group which meets as and when necessary. This is led by the DSL. The Headboy may also be in attendance to support pupils.
- We provide periodic training for all staff on spotting the signs of bullying and how to respond to it ensuring that they are kept up to date with new information.
- The school has a comprehensive Safeguarding Policy which includes guidance for all staff. This is reviewed by Governors at least annually.

7. Our Responsibilities

Everyone within the school is expected to:

- Act in a respectful and supportive way towards one another.
- Adhere to and promote the objectives of this policy.

Pupils are expected to:

- Report all incidents and any form of bullying on CPOMS to alter DSL.
- Report suspected incidents that victims might be afraid to report.
- Support each other and seek help to ensure that everyone feels safe, and nobody feels excluded or afraid in school.
- Prefects are encouraged to monitor play areas and report any signs of bullying.

8. Evaluating Our Policy.

We will evaluate our anti-bullying policy using the following measures:

- The number of incidents that are reported to staff over a given period and recorded in the occurrence book using printout from Caresoft.
- Pupils' perception of bullying in school through structured discussions in class time.
- We will investigate patterns of absence to ensure that children are not taking unnecessary days off school due to fear of being bullied.
- From the comments made by visitors and other people connected with the school.
- We would also be pleased to receive feedback from parents when things have gone well or indeed where there are further concerns.

9. Ownership of this Policy.

This policy was drawn up after INSET work and in consultation with Christine Holland (County Advisor).

This policy applies to all staff and to all pupils, whether temporarily or permanently on the school roll.

Whilst the Headteacher is responsible for introducing and implementing this policy, it is vital to recognise that all staff, all pupils and their parents have an active part to play in the development and maintenance of the policy, and in its successes.

Policy reviewed: January 2019

Policy Adopted: 13 February 2019

Next review date: January 2020