

PAKEFIELD HIGH SCHOOL



Anti-Bullying Policy

January 2024

Pakefield High School

Anti-Bullying Policy

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Status & review cycle	Annual Review
Date approved:	<i>January 2024</i>
Review date:	<i>January 2025</i>

Purpose

The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need.
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is. All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.

- The school should help students and parents to understand what bullying is and what to do if it arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.

Our Behaviour and Attitudes Policy and Staff Conduct & Grievance policies set out:

- Our code of behaviour for children, young people and adults.
- Our policies and procedures for preventing and responding to bullying and harassment that takes place between adults involved with our organisation.

The Department for Education (DfE) defines bullying as: “Behaviour by an individual or group, usually repeated over a **period of time that intentionally hurts another individual or group either physically or emotionally**”.

The school defines **bullying** as “**repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe**”.

Bullying can be:

- **Verbal bullying** is the repeated negative use of speech i.e name-calling, racism, sarcasm, teasing and or sign language, or verbal gestures to intentionally hurt others *e.g. using hurtful words, discriminatory or offensive language, homophobic or sexual comments, swear words.*
- **Physical bullying** is the repeated negative use of body contact to intentionally hurt others *e.g. kicking, punching, slapping, inappropriate touching, spitting* or any use of violence.

- **Indirect bullying** which is the repeated negative use of actions, which are neither physical nor verbal, to intentionally hurt others *e.g. spreading rumours, purposefully excluding another person, damaging or stealing someone's property, tormenting, humiliating and cyberbullying.*
- **Cyberbullying** is the repeated negative use of technology to intentionally hurt others *e.g. posting unwanted pictures or messages, accessing another person's account without permission, creating fake accounts to impersonate or harass someone, and sharing other people's private information online.*

The descriptions above are not exhaustive lists but provide exemplification of the kinds of behaviours that might be considered bullying within each category.

Bullying will not be tolerated at Pakefield High School and all members of the school community have the right to:

- Feel safe in the classroom and around school
- Be safe from the negative experience of peer pressure
- Not be teased or abused
- Be forgiven for our mistakes and be respected for who we are.

The school defines **banter** as “**the playful and friendly exchange of teasing remarks**” – this is categorised as friendly banter; there's no intention to hurt and everyone knows the limits. Ignorant banter ‘crosses the line’ with no intent to hurt and those involved will often say sorry. Malicious banter however is done to humiliate a person- often in public and would be considered by the School to be bullying.

Language and behaviour can have different meanings in different context. Just because someone uses certain language to refer to themselves it doesn't necessarily means it's acceptable, nor does it make it acceptable for others to use it. Banter isn't always accepted and all parties including people not part of the conversation might be offended.

All offensive, threatening, violent and abusive language and behaviour is always unacceptable. This includes any negative language or behavior in relation to / referring to a protected characteristic under the Equality Act 2010 i.e. age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (gender), sexual orientation.

We believe that:

- Children and young people should never experience abuse of any kind
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

We recognise that:

- bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it. These discussions will focus on:
 - group members' responsibilities to look after one another and uphold the behaviour code
 - practising skills such as listening to each other
 - respecting the fact that we are all different
 - making sure that no one is without friends
 - dealing with problems in a positive way
 - checking that our anti-bullying measures are working well
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying
- putting clear and robust anti-bullying procedures in place
- making sure our response to incidents of bullying takes into account:
 - the needs of the person being bullied
 - the needs of the person displaying bullying behaviour
 - needs of any bystanders
 - our organisation as a whole.
- reviewing the plan developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.
- We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- valuing diversity within our community including staff and volunteers
- welcoming new members to our organisations

Monitoring and Evaluation

The governing body will review trends and patterns of bullying. The Deputy Headteacher (PDWB) is responsible for ensuring that monitoring and responses to bullying, when it occurs, are adequate.

SLT will regularly evaluate and update their approach to bullying to take into account the developments in technology and guidance from the Suffolk children's Safeguarding Board.

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, especially if they are repeated:

- Is frightened of walking to or from school
- Doesn't want to go on the school/public bus
- Begins truanting
- 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 go "missing"
- Asks for money or starts stealing money
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Comes home hungry
- 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

These signs and behaviours could indicate other problems, but bullying should be considered as a possibility. While recognising that bullying happens in all schools and within the wider community, parents/carers and students at Pakefield High School are encouraged to report incidents of bullying to any member of staff and be confident that action will be taken as per the school procedures to deal effectively with the victims of, and those responsible for, acts of bullying.

Prevention:

As a school we take bullying seriously. We use a range of proactive strategies to prevent bullying. These include;

- Effective school leadership that promotes an open and honest anti-bullying ethos.
- Appropriate behaviour is reinforced during lessons and around the school site.
- Curriculum opportunities are used to address bullying through: Subject areas e.g. English, Drama,
- PSHE Assemblies e.g. National Anti-Bullying Week and National Safer Internet Day.
- Focus in whole school assemblies, House Assemblies where expectations are shared
- Pupil surveys.

- Poster campaigns- display materials of anti-bullying posters and signs around the school
- Improved supervision in potential problem areas.
- Peer mentoring and Buddy Schemes
- Raise awareness of the negative consequences of bullying
- Coaching and life lessons
- Work/ links with presentations from outside agencies and theatre groups e.g. Wolsey Theatre Company, Suffolk Constabulary, Peer support (e.g. Transition Ambassadors)
- Group work and 1 to 1 work with targeted students, having discussions about bullying and why it matters as part of the PSHE/SMSC curriculum.
- Use of the school behaviour policy which uses a warning (W) system. This allows for reflection on actions towards others and restorative approaches allowing both the victim and perpetrator to be supported.
- Dedicated non-teaching Year Leaders and standards team that have overall responsibility for their year group and can track behaviour
- Using our behaviour tracking systems
- Training for midday supervisors, so they can be aware of vulnerable students

Why is it Important to respond to Bullying?

No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are perpetrators of bullying need to learn different ways of behaving by building up their positive behaviour and then guided on maintaining this behaviour as where students who have been bullied need support to help them repair and maintain their positive behaviour.

Schools have a responsibility to respond promptly and effectively to issues of bullying. Bullying is changing all the time. The increase of social networking and other electronic devices has led to various forms of bullying being on the increase, such as cyber bullying.

Bullying will not be tolerated at Pakefield and we will take measures to ensure there isn't a culture of bullying at Pakefield but a culture of respect, tolerance and acceptance.

Reporting Procedures

If bullying is suspected or reported, the incident will be taken seriously and dealt with as quickly as possible by the member of staff who has been approached. A clear account of the incident will be recorded on the safeguarding platform and passed to the year lead. Recordings and actions will be completed digitally using the online safeguarding platform. This information can be found in the school's child protection and safeguarding policy.

Year Leads with the support of appropriate staff will investigate the incident by interviewing those concerned and record outcomes on the files of those involved.

Coaching staff and subject staff will be kept informed and asked to monitor the

behaviour of the students concerned.

Parents will be kept informed and are discouraged from taking matters into their own hands and should not approach a suspected student but speak to a member of staff.

Each incident of actual or alleged bullying will be unique in its representation and its level of impact on the individuals concerned. Therefore, it is important that the school is given the opportunity to tailor a strategy to address the situation and to support the bullied student according to the particular incident/s.

Students who are victims of bullying will be offered the opportunity to discuss their experience and be supported by an appropriate staff member. External agency support may also be deployed, if appropriate, which may include access to, for example, the counselling or mentoring schemes to restore self-esteem and build confidence and have the use of a supervised room for as long as needed.

Students who have bullied will be helped by; discussing what happened, discovering why the student became involved and establishing a sense of wrong-doing. Parents/carers will be informed to help change the attitude and behavior of the student.

In agreement with both parties involved there will also be the opportunity to rebuild relationships using the restorative processes of repair, build and maintain relationship, involving a discussion mediated by a member of staff as a way of resolving disputes.

Student responsibility

Students who witness any bullying in school or travelling to and from school must tell an adult immediately. They must also be clear about what happened and who was involved. The adult they report a concern too, should complete a safeguarding referral on the school's internal system and inform the students year lead. The students Year Leader will action thereafter.

Year Leader Responsibility

The Year Leader speaks to the students individually and identifies the issues. The matter is investigated by interviewing victim/perpetrator and other witnesses. Parents of both students are contacted should this be found to be a bullying incident. The information is passed onto their line manager for further peer review and action.

Any bullying incident will be logged on our safeguarding platform and logged digitally on class carts of any necessary consequences given. Its best practise that a Restorative meeting will be conducted to help repair, build and maintain future relationships, where necessary. Support strategies put in place for both victim and perpetrator, where necessary.

Repeated offender

This will be evident from bullying log and class charts. The Year leader with support and involvement of SLT will phone or meet with parents and discuss ways of helping the student.

This could involve drawing on the expertise of outside agencies such as the School Nurse, Youth Offending Team, Family Support Worker etc.

If behaviour does not improve – consequences and support will escalate for the perpetrator in line with our behaviour and attitudes policy.

The following disciplinary steps may be imposed:

- Removal from the class or change of timetable
- Withdrawal of break and lunchtimes
- Withholding participation in any school trip or sports events that are not an essential part of the curriculum
- Detention
- Internal segregation

Fixed term exclusion or permanent exclusion

- Application of the 'W' warning systems
- Official written warning to cease offending
- Exclusion from certain areas of the school premises or certain activities
- Referral to senior staff and/or external agencies e.g. Education Welfare Officer, Police Liaison Officer.
- Referral to Local Authority (see below)

Disciplinary steps are imposed appropriately by the staff involved – according to the level of responsibility delegated to them when dealing with the incident. Significant sanctions are reviewed by the senior leadership team. Any recommendations for permanent exclusion are based on a thorough investigation and follow DFE guidance.

Parents/carers have the right to report any serious concerns to the police and the school will support families and any potential investigations, subject to constraints placed upon the school in terms of confidentiality, GDPR regulations etc.

Disciplinary steps are supported and linked directly to the schools behavior and attitudes policy.

Racist, Sexist, Homophobic, Transgender, Disablist, Faith/Religion based bullying

An incident of this nature is also reported to Local Authority

Responsibility for monitoring

Year leaders managing their year group

Deputy Head (PDWB) to oversee bullying and account to SLT

Reports to governing body that report on bullying

Related policies and procedures

This policy statement should be read alongside our organisational policies and procedures including:

- Child protection/safeguarding policy
- Exclusion policy

- Behaviour and Attitudes policy
- Procedures for responding to concerns about a child or young person's wellbeing.
- Dealing with allegations made against a child or young person.
- Managing allegations against staff and volunteers.
- Code of conduct for staff and volunteers.
- Online safety policy and procedures for responding to concerns about online abuse.
- Equality and diversity policies