

LUTTERWORTH HIGH SCHOOL



ANTI-BULLYING POLICY

Reviewed: By the Full Governing Body – 08/12/20

Adopted: By the Governing Body - 08/12/20

Signed: Chair of Governors: Janet Jones

Date: 08/12/20

Signed: Head Teacher: Julian Kirby

Date: 08/12/20

ANTI BULLYING POLICY

Statement of Intent

As a school we value and aim to promote good relationships through mutual respect between all members of the community. We are against bullying and any form of behaviour which would infringe the rights and freedom of individuals.

We actively promote an anti-bullying policy throughout the curriculum, both formally and informally. Bullying, abuse or intimidation of any sort is, therefore, contrary to our shared values.

Students and parents are urged to make staff aware of any incidents of bullying. All incidents will be treated seriously, and appropriate action taken.

Aims

- To ensure that all students are free from the actuality or the threat of bullying.
- To ensure the active involvement of the whole school community.
- To maintain a raised awareness of bullying.
- To promote an atmosphere in which bullying is actively and universally condemned.
- To create a climate in which it is *acceptable* for all students to feel safe to disclose incidents of bullying either experienced directly or observed by someone else.
- To *implement* a consistent approach to dealing with incidents of bullying which is shared with and understood by the whole school community.

Definition

Bullying is the systematic use of aggression with the intention or result of hurting or intimidating another person, causing pain and distress to the victim.

Bullying is different from other kinds of unacceptable behaviour because it is when the behaviour is 'several times and on purpose'. Bullying behaviour is evident when the perpetrator has control over the victim. This involves everybody; All staff, parents, students, governors.

Bullying can be persistent intimidation/aggression in the following areas:

Physical	pushing, kicking, hitting or any use of violence.
Verbal	name calling, sarcasm, spreading rumours, teasing.
Emotional	excluding, tormenting (e.g. hiding books, threatening gestures), being unfriendly, looks, silence.
Cyber	use of ICT such as mobile phones / internet / social media to intimidate, harass and/or spread rumours.

Bullying behaviour which is related to an individual's culture, religion, race, gender, sexual orientation, size, performance, physical make-up, background, disability, home circumstances or special Educational Needs is also not tolerated and unacceptable.

Anti Bullying Policy: Procedures and Strategies

1. All instances of bullying must be reported to the Progress Leader, Student Support Team or a member of the Senior Leadership Team. This can be reported verbally, in writing or online through the 'Stop Bullying Now' link situated on the school website. Staff, parents and students can follow this reporting procedure.
2. Investigation of the incident will be undertaken by the Progress Leader, Student Support Team or SLT member. All involved will be spoken to and a written statement of their account will be requested. An informal log of the incident will be kept at this stage and filed accordingly.
3. Incidents which do not prove to be incidents of bullying will be dealt with through the application of normal school sanctions such as: a caution, consequence, loss of free time etc. Other policies such as Behaviour Management Policy, Child Protection, Exclusions, Inclusion and Race Equality may be used. Reconciliation between the parties involved should also take place.
4. Incidents of bullying will be dealt with as follows:
 1. A record of the incident logged on student's Conduct Log on SIMS.
 2. Parents/ Carers will be informed about the incident and an appropriate level of consequence will be implemented. This may include the use of internal or fixed term exclusion.
 3. A second incident will result in a formal letter being sent home explaining the incident and informing parents that their son/daughter has been placed on the Bullying Log/Register. This is a register of students who cause distress to others and their names are logged by an administrator for future use. This could be for targeted intervention or evidence of repeated acts.
 4. A second incident involving the same student will result in that student, his/her parents, and the Headteacher meeting formally. The student will be required to explain their behaviour at this time.
 5. Any continued incidents of bullying from a student will result in a fixed term exclusion. Continued instances of bullying will result in the student and parents meeting with a Governors Disciplinary Committee.
 6. Follow up systems will be put into place to ensure that the bullying has not re-started and that the victim feels safe in and around school.
 7. All incidents of bullying will result in the application of school consequences, which could include detention, withdrawal, fixed term exclusion, managed move, referral to the South Leicestershire Partnership as a tier 4, permanent exclusion.
 8. Everyone is responsible for reporting incidents of bullying including school staff, parents and bystanding students.
 9. If a criminal offence has been committed this will result in informing the police.
 10. Support for the victim will be offered such as: Student Services involvement, 1:1 peer or staff mentoring, counselling, identified outside agency involvement.
 11. Intervention to address bullying behaviour for the perpetrator may include Student Support involvement, counselling, identified outside agency involvement.

The Achievement and Attainment Committee will review all incidences of bullying in the Committee Meetings.

5. Annual monitoring of bullying will take place each Summer Term via an in-house questionnaire by SLT. The results will be relayed to the Student Council and Governors.
6. The profile of bullying will be raised regularly through the year by:
 - Annual Anti-Bullying Week events (November).
 - Annual Year Assemblies.
 - PSHE work.
 - Displays
 - Feedback to the Student Council
 - Questionnaire
 - Information in newsletter
 - Anti-Bullying Mentors
 - Information to new parents (parent pack prior to Parent Information Evening).
7. Incidents of bullying reported to the school which occur AT ANY TIME and ANYWHERE will be acted upon and investigated in the same way.
8. Break, lunch, before and after school times are fully supervised by staff and SLT. Along with designated quiet places for students to read and chat in a calm environment. Activities are also supervised fully which take place during lunch time and after school. There are designated areas for different age groups to socialise and feel comfortable and safe.
9. All staff receive annual training on Discipline for Learning. This is a positive whole school system which focuses on personal good behaviour and that shown towards others.
10. This policy is reviewed every 2 years and the next review and update will be November 2021. This will be in consultation with the school Governors, parents, students and staff.

BULLYING

What students say

“Bullying is hurting people physically and mentally”

“As a school we feel that bullying is hurtful and wrong and nobody deserves to be bullied”

“If you feel that you are being bullied you should tell someone you trust and don’t suffer in silence”

“If you see or are aware of bullying taking place you should tell an adult. Don’t join the bully”



Supporting Anti Bullying Week