

HIGHDOWN SCHOOL AND SIXTH FORM CENTRE



ANTI – BULLYING & DISCRIMINATION POLICY

Title:	Anti-Bullying & Discrimination Policy
Version:	1
Author:	Mr. Ivan Wright, Deputy Headteacher
Committee responsible:	Teaching & Learning Committee
Governor link:	Mr A Rajantie
Date approved:	2016
Review date:	2019

HIGHDOWN SCHOOL AND SIXTH FORM CENTRE
ANTI-BULLYING & DISCRIMINATION POLICY

This policy should be read in conjunction with the Behaviour and Safeguarding policies.

Bullying and discriminatory behaviour will not be tolerated, and all members of the academy community have a duty to help create and maintain a safe, happy and healthy environment.

Education to prevent bullying will take place within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHCE, mentor time, assemblies and curriculum areas, as appropriate, to eradicate such behaviour. Using the robust systems that are in place, appropriate, positive behaviour will be reinforced during lessons and around the school site.

Purpose and Background

“Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.” (DfE 2013)

“Discrimination is the unjust or prejudicial treatment of different categories of people, especially on the grounds of race, disability, religious belief, sexual orientation or sex” (Equality Act 2010)

Teachers face the issue of dealing with bullying and discrimination on two levels. Firstly, as professionals they have to deal with the consequences of student-on-student bullying and secondly, they can also be the victims of bullying. Staff who feel they have been bullied can have access to counselling either through the in-house school counsellor or sourced by the school.

The impact of prejudice-related bullying should not be underestimated. Bullying must be recognised, understood and taken seriously.

Comprehensive professional development is provided for staff on how to:

- Spot the signs of bullying of both staff and students and how to respond swiftly and sensitively
- Create an environment and response structure where those who experience bullying feel confident in reporting incidents
- Encourage those who witness bullying to speak up
- Safeguard children
- Ensure the health, safety and welfare of staff

Cyberbullying can be a tool of a bully to target an individual. It is a generic description for using information communications technology (ICT) as a means by which bullying behaviour is manifested, for example, sexism, homophobia, racism or other forms of abuse.

Advances in the use of ICT have provided the bully with the new and sophisticated tools with which to carry out their activities. Cyberbullying may involve the abuse of email, the internet, social networking sites, Virtual Learning Environments, digital cameras and mobile phones. All staff and students have a duty to take reasonable steps to protect their personal data and ICT equipment, including personal mobile phone numbers, personal contact details and access to video or images on social networking sites.

Highdown School and Sixth Centre recognises that bullying happens in every school and in society. The school also recognises that some behaviour that has been reported, although unpleasant and requiring action, may not be significant or repetitive enough to be categorised as bullying. Nevertheless, parents, carers, students, staff and governors are encouraged to report incidents of bullying to the relevant member of staff and that action will be taken to deal with the issue.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the relevant member of staff i.e. Head of Achievement, Leadership Team
- The member of staff will interview all concerned and will record the incident
- Parents will be kept informed
- Records and statements will be kept on file to determine if there is a pattern of behaviour, this includes the use of SIMS
- Sanctions will be applied as appropriate and in consultation with all parties concerned.
- Sanctions will be escalated if bullying is repeated or more serious

Students who have been bullied will be supported by:

- An opportunity to discuss the experience with a member of staff of their choice who will aim to reassure the student
- Support from staff who will aim to help restore self-esteem and confidence. This may be followed with a support plan if deemed appropriate

Students who have bullied will be helped by:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrongdoing and need to change
- Informing parents or guardians to help change the attitude of the student
- Buddying with other students
- Referral, where appropriate and necessary, to a more specialist agency for counselling

The following disciplinary steps can be taken:

- Official warnings to cease offending
- The appropriate level of detention/sanction
- Exclusion from certain areas of school premises
- Time in the Focus Room
- Fixed-term exclusion
- Permanent exclusion
- Where the incident is so severe, the matter may be referred to the police

Monitoring, evaluation and review

The school will review this policy every three years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. The pastoral team will seek every opportunity to review the effectiveness of this policy through formal pastoral reviews and informal student feedback.

Highdown School also continues to monitor the effectiveness of the anti-bullying policy on an on-going basis with a formal analysis, at least once a term, of the frequency, type and students involved in incidents involved in bullying. This includes, and has a specific focus on, any form of discrimination. In each case if any subsequent action is necessary, it is carried out quickly and formally.