ANTI – BULLYING POLICY

**APPROVED BY HELENA ROMANES SCHOOL
LOCAL GOVERNING BODY**

**THIS POLICY IS REGULARLY REVIEWED
FOLLOWING RECOMMENDED GUIDELINES**

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all our students so they can learn in a secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to confide in an adult and know that incidents will be dealt with promptly, consistently and effectively. Anyone who suspects that bullying is happening is expected to inform a member of staff.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated.

Definition of Bullying

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, social media or gaming). It is not a one off comment or action.

Bullying can be:

- **Emotional** - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

- **Physical** - pushing, kicking, hitting, punching or any use of violence

- **Verbal** - name-calling, sarcasm, spreading rumours, teasing because of size etc.

- **Sexual** - unwanted physical contact or sexually abusive comments

- **SEND** - where a pupil's Special Educational Need or Disability is the target of the bullying

- **Cyber** – the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature. Includes all areas of social media, this includes the intentional sending of hurtful messages and inappropriate images (sexual bullying)

- **Racist** – verbal, emotional or physical abuse against a person because of their skin colour, cultural or religious background or ethnic origin can be classed as racist bullying

- **Homophobic/Transphobic/Biophobic** – verbal, emotional or physical abuse against a person who is perceived by the aggressor to be gay, lesbian, or bisexual, including persons who are actually heterosexual.

Some bullying may amount to peer on peer abuse and should therefore be referred to the Designated Teachers for Safeguarding.

Why is it Important to Respond to Bullying

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect and feel safe at school. Bullying demonstrates a lack of respect for other people – it is a form of anti-social behaviour that makes life difficult or miserable for others.

Bullying can take place at any age and in any place. Section 89 of the Education and Inspections Act gives the Head Teacher the right to regulate pupils' conduct when they are not on school premises. This can relate to bullying incidents occurring on school/ public transport, outside local shops or in a town centre.

Signs and Symptoms of bullying

A student 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 student:

- Is frightened of walking to or from school
- Doesn't want to go on the school or public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school
- 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 hungry (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 & agitated when a text message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Preventative measures

We will use some or all of the following to help raise awareness of and prevent bullying, as and when appropriate, these may include:

- Staff and students are encouraged to uphold the school ethos of honesty, respect and care for each other
- PSHE activities
- Use of assemblies
- Anti-bullying week
- Coverage of bullying themes in curriculum subjects such as Drama, Geography, History, English to reinforce awareness
- Early interventions with students showing signs of bullying activity
- Supporting students that may be vulnerable to bullying
- Peer mentor support
- Regular Safeguarding: staff, student and parental updates
- Safe places to go at break and lunch times
- Duty staff wear high viz clothing

Procedures

Students are encouraged to tell someone they trust in school or write down the details and pass to an adult they trust. This would usually be their form tutor, HoY or a Pastoral Leader. All cases of this nature must be passed to the Pastoral Leaders to ensure it is thoroughly investigated.

To deal with bullying full details must be recorded on SIMS and MyConcern if there are Safeguarding issues by the Pastoral Leaders:

- Date the incident was reported
- Nature and details of the incident investigated
- Member of staff that dealt with the incident
- Logged that parents/ carers were informed
- Details of action
- Follow up date and comments

Monitoring and Evaluation

The number and nature of bullying incidents will be monitored on a regular basis by the Senior Leader, Pastoral staff, Heads of Year and reported to Governors annually.

Conclusion

Effective application of this policy should ensure that Helena Romanes School can provide all students with a safe environment, where they enjoy the right to be treated with respect.

This policy is to be reviewed on an annual basis by the Senior Leadership Team and Pastoral Leaders.

HELP ORGANISATIONS:

<u>School contact</u>
Advisory Centre for Education (ACE)　　　　　0808 800 5793
Children's Legal Centre　　　　　　　　　　　0845 345 4345
Parentline Plus　　　　　　　　　　　　　　0808 800 2222
Youth Access　　　　　　　　　　　　　　　020 8772 9900
NSPCC helpline　　　　　　　　　　　　　　0800 136 663
Bullying Online
www.bullying.co.uk

Useful Websites

- **www.anti-bullyingalliance.org.uk** -The Anti-Bullying Alliance (ABA): Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.

- **www.kidscape.org.uk** - Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

- **Childline** - Information and advice on a wide range of issues including bullying.

- **The Diana Award** - Anti-Bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training and supporting school anti-bullying ambassadors.

- NSPCC - Bullying and cyberbullying can happen to any child. We've got advice to help keep children safe from bullying, wherever it happens.

- **COEP** - There is a button to CEOP on the school website:https://www.helena-romanes.essex.sch.uk/ CEOP helps young people who are being sexually abused or are worried that someone they've met is trying to abuse them. If you've met someone online, or face to face, and they are putting you under pressure to have sex, asking to share images or making you feel uncomfortable you should report to COEP.

Cyber-bullying

- **www.thinkuknow.co.uk -** resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers.

- **Digizen** - provides online safety information for educators, parents, carers and young people.

- **Childnet International** - Specialist resources for young people to raise awareness of online safety and how to protect themselves.

- **Advice on child internet safety** - The UK Council for Child Internet Safety (UKCCIS) has produced universal guidelines for providers on keeping children safe online.

LGBT

- **www.stonewall.org.uk** - An LGB equality organisation with considerable expertise in LGB bullying in schools, a dedicated youth site, resources for schools, and specialist training for teachers.

- **Schools Out** - Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education.
- GIRES - Information for trans people, their families and the professionals who care for them.

SEND

- **MENCAP** - Represents people with learning disabilities.
- **Changing Faces** - Provide online resources and training to schools on bullying because of physical difference.

Racism

- **Show Racism the Red Card** – Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism.
- **Anne Frank Trust** – Runs a school project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity.
- **Kick it out** – uses the appeal of football to educate young people about racism and provide education packs for schools.

Mental health resources for students

- Young Minds: Coronavirus and mental health
- Shout: Shout: Home
- The Mix: The Mix - Essential support for under 25s
- Kooth: Kooth | Home

Useful apps for Mental Health and Wellbeing for students:

- **SAM** - Anxiety management.

- **HeadSpace** - Meditation & Sleep.

- **Calm harm** - Calm Harm is a free app to help teenagers manage the urge to self-harm.

- **Clear Fear** - learn to reduce the physical responses to threat as well as changing thoughts and behaviours and releasing emotions.

HRS Anti Bullying Charter

*"...Bullying is behaviour by an individual or group, **repeated over time**, that **intentionally hurts** another individual or group either physically or emotionally..."*

- All members of the school will recognise and respect all differences between each other such as race, **sexuality**, religion and disability.
- HRS has a **zero-tolerance** approach to bullying - formal sanctions will be applied to people who bully others.
- The school will teach students to know when banter goes too far.
- All cases of bullying must be taken seriously.
- The school will check if the victim of bullying is OK after it has been dealt with.
- The school will select responsible students to be Anti Bullying Ambassadors.
- The school will provide a range of adults that students can talk to about bullying.
- The school will display anti-bullying posters around school.
- All members of the school community will speak out if they witness bullying.

To report bullying you can contact:
Tutor, Head of Year, Student manager, Class Teacher,
Designated Safeguarding Staff, Support Staff, Student

The Helena Romanes School & Sixth Form Centre

Reception, worrybox@hrs.education