



**Melland
High School**

Bright Futures EDUCATIONAL TRUST

Anti-Bullying Policy

This is a Melland High School Policy

**Ratified by Governing
Body:**

September 2009 (amended)

Reviewed:

September 2016

Next Review Date:

September 2019



Anti-Bullying Policy

Introduction

At Melland High School we aim to provide a safe, caring and supportive climate for learning for all our pupils to allow them to improve their life chances and help them maximise their potential.

We would expect pupils to act safely and feel safe in school, including that where possible they understand the issues relating to bullying and that they feel confident to seek support from school should they feel unsafe.

We would also want parents/carers to feel confident that their children are safe and cared for in school and incidents when they do arise are dealt with promptly and well.

The school is aware of its legal obligations and role within the local community supporting parents/carers and working with other agencies outside the school where appropriate.

Definition of Bullying

'Behaviour by an individual or group repeated over time, that intentionally hurts another individual or group either physically or emotionally' (Preventing and tackling Bullying – Advice for School Leaders, Staff and Governing Bodies (June 2011))

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent, if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying. If the victim might be in danger then intervention is urgently required.

What does bullying look like?

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.



Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Why are children and young people bullied?

Specific types of bullying include:

- Hate crime related bullying of children with special educational needs or disabilities, homophobic bullying or related to race, religion or culture
- bullying related to appearance or health
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying.

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Where does bullying take place?

Bullying is not confined to the school premises. New advice for school leaders to help with this problem and its affects on children acknowledges that the problem also persists outside school, in the local community, on the journey to and from school and may continue into Further Education.

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims.

Bullying can take place between:

- young people
- young people and staff
- between staff
- individuals or groups.

Reporting and responding to bullying

Our school has clear and well publicised systems to report bullying for the whole school community (including staff, parents/carers, children and young people). This includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders).

Guidance for pupils;

If you are being bullied or harassed:

- remember it is not your fault
- try to stay calm and look as confident as you can
- be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel.

After you have been bullied or harassed:

- all bullying and harassment is wrong and you do not have to stay silent about it
- tell an adult or somebody you trust about what has happened straight away. Adults in school have a responsibility to give you help and support around bullying
- if you are scared to tell a teacher or adult on your own, ask a friend to go with you
- keep on speaking until someone listens and does something to stop the bullying.

When you are talking to an adult about bullying be clear about:

- what has happened to you



- how often it has happened
- who was involved
- who saw what was happening
- where it happened
- what you have done about it already.

If you experience bullying or harassment by mobile phone, text messages or e-mail:

- don't retaliate or reply
- save the evidence - do not delete anything
- make sure you tell an adult who you trust
- contact your service provider or look at their website to see where to report incidents
- be careful who you give your mobile phone number or e-mail address to
- make a note of exactly when a threatening message was sent.

Guidance for parents/carers

If your child has been bullied or harassed:

- calmly talk with your child about his/her experiences
- make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened
- reassure your child that he/she has done the right thing to tell you about the bullying
- explain to your child that should any further incidents occur he/she should report them to an adult in school immediately
- make an appointment to see your child's tutor or Head of House
- explain to the teacher the problems your child is experiencing.

When talking with members of staff about bullying or harassment:

- try to stay calm and bear in mind that the staff member may have no idea that your child is being bullied or may have heard conflicting accounts of an incident
- be as specific as possible about what your child says has happened, give dates, places and names of other children involved
- make a note of what action the school intends to take
- ask if there is anything you can do to help your child or the school
- stay in touch with the school and let them know if things improve as well as if problems continue.

If your child is displaying bullying behaviour towards others:

- talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy
- discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- show your child how he/she can join in with other children without bullying
- make an appointment to see your child's tutor or Head of House or Assistant Head of House and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others
- regularly check with your child how things are going at school
- give your child lots of praise and encouragement when he/ she is co-operative or kind to other people.

If your child is experiencing any form of cyber bullying:

- ensure your child is careful whom they give their mobile phone number and e-mail address to



- check exactly when a threatening message was sent and keep evidence of offending e-mails, text messages or online conversations. Do not delete messages
- if the bullying involves a student from The Joseph Whitaker School, contact the school to report this
- contact the service provider to report the incidents
- if the cyber bullying is serious and a potential criminal offence has been committed, you should consider contacting the police.

Guidance for adults experiencing bullying or harassment

The responses may be broadly similar or vary greatly to the response chart if it is an adult being bullied. If you are experiencing bullying as an adult:

- share your concerns with a trusted colleague
- seek advice and information from your union or professional association
- make a record of all incidents and date them
- if you feel your situation is not being resolved then you should follow the school's formal procedures as adopted by the Governing Body. This initially involves speaking to a Vice Principal, or if the incident involves a Vice Principal, the Principal
- If the incident involves the Principal, staff should contact the Chair of Governors

Procedures

All reported incidents will be taken seriously and investigated.

Outline of the steps the school will take in the event of a bullying incident occurring:

- Interviewing all parties to ascertain all sides of the situation
- Informing parents/carers of the situation
- Implement appropriate disciplinary sanctions in accordance with the school's Behaviour Policy
- Implement appropriate actions and support - Solution focused, restorative approach, circle of friends, individual work with victim or perpetrator
- If appropriate, external agencies may be used, for example police, school nurse or a targeted support service
- Liaising with the wider community if the bullying is taking place off the school premises i.e. in the case of cyberbullying or hate crime.

Recording bullying and evaluating the policy

Bullying incidents will be recorded by the member of staff who deals with the incident on SIMS and this will be accessed by Designated Person for Safeguarding.

The information stored will be used to ensure individuals incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy which will be presented to the Governing Body.

The policy will be reviewed and updated on a three year cycle.

Useful organisations:



[Anti-bullying Alliance \(ABA\)](http://www.anti-bullying.org) - www.anti-bullying.org

Brings together more than 65 organisations with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.

[Mencap](http://www.mencap.org) – www.mencap.org

Mencap is a learning disability charity that provides information and support to children and adults with a learning disability, and to their families and carers.

[Stonewall](http://www.stonewall.org.uk) – www.stonewall.org.uk

The lesbian, gay and bisexual charity

[Educational Action Challenging Homophobia \(EACH\)](http://www.eachaction.org.uk) – www.eachaction.org.uk

Educational Action Challenging Homophobia (EACH) is a charity and training agency helping people and organisations affected by homophobia. The website gives guidance, contact details and a freephone helpline.

[School's Out](http://www.schools-out.org.uk) – www.schools-out.org.uk

[Beatbullying](http://www.beatbullying.org.uk) – www.beatbullying.org.uk

Beatbullying is the leading bullying prevention charity in the UK and provides anti-bullying resources, information, advice and support for young people, parents and professionals affected by bullying.

[Childnet International](http://www.childnet-int.org) – www.childnet-int.org

Childnet International - The UK's safer internet centre