

091 Anti Bullying

Responsibility: EE
Date: September 2024
Next Review: September 2026

Aims of this Policy

This policy should be read in conjunction with our Online Safety policy.

We want Holmfirth High School to be a place where all students and staff feel safe, secure, happy, valued and appreciated.

However, we recognise there may be occasions when members of our community feel they have been mistreated or bullied, be this pupil by pupil, pupil by staff or adult by pupil.

This policy aims to:

- a) Affirm our aspiration for the fulfilment and happiness for all within our school.
- b) Explain our strategies for
 - Minimising the occurrence of bullying or mistreatment
 - Dealing with any instances of bullying and those affected as victims or perpetrators

What is Bullying?

Bullying is behaviour by an individual or a group that intends to hurt, frighten, humiliate or threaten someone, particularly if the behaviour is repeated or persistent. It can be verbal, non-verbal, physical and or social.

The Anti- Bullying Alliance definition of bullying is:

"Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online."

Conflict

Conflict between students can often lead to bullying. Conflict can arise due to personal differences between individual students or groups of students, problems from outside school becoming interwoven with school life or from difficulties arising from the breakdown of relationships between individuals or groups of students.

Types of Bullying

- Name calling/taunting/mock
- Pushing/shoving/hitting/kicking/biting
- Spreading malicious gossip or rumours

- Harassment (including following people and displaying intimidating body language)
- Writing insulting graffiti about another person on property, furniture or buildings
- Exclusion from social groups
- Verbal pressure to conform
- Using personal knowledge of another person to provoke a reaction
- Making unpleasant comments about another person's family or friends
- Taking belongings/defacing the property of others
- Extortion
- Intimidation
- Incitement
- Homophobic Bullying (bullying motivated by prejudice against LGBTQ+ community)
- Cyber bullying (aggressive and intentional sending or posting of harmful or cruel text or images by internet or other digital communication by a group or an individual; videoing others being harassed or abused; making private information public without permission)

Please be aware that this list is not exhaustive and is subject to change.

Signs of Bullying

Pupils may indicate by signs or behaviour that s/he/they is/have being bullied. Parents and staff should be aware that these are possible signs and should pass on their concerns if a child:

- Is unwilling to go to school
- Becomes withdrawn
- Regularly has clothes or books destroyed
- Becomes disruptive or aggressive
- Starts stealing money
- Is frightened to say what is wrong
- Begins to do badly in school work
- Attempts suicide or runs away

Please be aware that this list is not exhaustive

Aims and Objectives of Anti-Bullying Work at Holmfirth High School

- To limit the amount of bullying incidents
- To help and support the victims of bullying
- To understand the reasons why people bully and work to change their behaviour
- To work with parents and the wider community to develop an holistic approach to tackling bullying and conflict between students

- To appropriately punish and educate and support students guilty of bullying and conflict to enable them to change their behaviour.
- An environment where all members of the school are actively encouraged to speak out about any incidents of bullying.

Roles and Responsibilities

Ryan Blezard (Deputy Headteacher/DSL) is the named member of the Senior Management Team responsible for co-ordinating anti-bullying work at Holmfirth High School. In his absence, any member of the Safeguarding Team can be approached. However, every member of the school community has the responsibility to treat bullying seriously.

Named Member of Staff

- Will work with House and pastoral leaders to investigate reports of bullying
- Will co-ordinate all aspects of anti-bullying work across the school
- Will provide training for all staff on strategies to deal with issues of bullying
- Will liaise with members of teaching staff to develop anti-bullying work as and when appropriate
- Has overall responsibility for ensuring that parents and students are aware of anti-bullying procedures

Senior Management Team

- Will discuss anti-bullying work as and when appropriate
- Will ensure that the named member of staff is supported in co-ordinating anti-bullying work across the school
- Will actively seek to promote a culture free from bullying

Heads/Deputy Heads of House

- Will ensure that all bullying incidents in their year group are accurately reported and recorded
- Support their tutors in dealing effectively with any incidents of bullying
- Communicate with parents the actions taken to prevent persistent/further bullying

Teaching and Support Staff

- Staff must always listen to and deal with any bullying that they become aware of using the range of procedures outlined below, using their professional judgement about the best course of action in each individual case.
- Once an incident of bullying is reported, staff must aim to take action within a 48 hour turn around period.
- Staff have a responsibility to pass on details of bullying incidents to Heads of House.
- Staff have a responsibility to teach about bullying, its effects and strategies for dealing with it via tutorial time and as part of the PSHE curriculum.

Students

Help to make an environment where all members of the school are actively encouraged to speak out about any incidents of bullying by doing the following things:

- Victims of bullying should always report bullying to their parents, a member of staff or someone else who will report it for them
- Students should always report any bullying that they know about or have witnessed to a member of staff
- Students should encourage the victim to tell someone, doing nothing is not acceptable behaviour. Students should show their disapproval of bullying and tell the bully to stop if it is safe to do so
- Should form a friendship group for the person being bullied to make sure they are not isolated if appropriate. Should remember all they have been taught about the hurt listening to and spreading rumours can cause

Parents/Carers

Parents have a responsibility to report any incidents of concern as quickly as possible and to work co-operatively and supportively with the school to resolve issues between students accepting the use of both punitive and preventative measures against bullying to achieve a long term solution to the problem.

- Parents of students who are bullied on the way to or on the way home from school should refer the matter to the school.
- Parents should understand that the school can and will, when appropriate, involve the local police with issues that overlap both home and school life.

Strategies and Procedures

Strategies for dealing with issues of bullying and conflict at Holmfirth High School are outlined below. Strategies combine punitive and preventative approaches. Staff should use CPOMS to record and document any disclosure a student makes to them regarding bullying.

1. Work within the curriculum. Staff will raise awareness of bullying and strategies to prevent it through tutor time and lessons.
2. Work with the local police. For certain incidents the local police will be informed and/or involved in the process. This collaborative work enables Holmfirth High School to deal effectively with issues within school which have arisen due to matters outside. Our work with the police is an integral part of our extended school service.

Communication

Communication about anti-bullying work occurs through the following:

- Termly meetings of the House Councils consist of representatives of all members of the school community. The groups review all aspects of school life, including anti-bullying work, on a regular basis.
- The school newsletter
- The school website
- Assemblies
- Induction Evening for Year 6 students and parents
- Parents Evenings

Appendix 1

We want our school to be safe and happy for everyone

Everyone is responsible for stopping bullying – including you

Stage 1 - Informal Action

The form tutor or Head of House (or other appropriate teacher or adult) will try to deal with this informally, depending on the nature or seriousness of the issue. Many conflicts can be resolved more satisfactorily if dealt with sensitively at an early stage.

Stage 2 - Formal Investigation

If informal intervention does not succeed, or in cases of more serious alleged bullying, the issue should be referred to the Head of House and/or a member of SLT/DSL. They will investigate the incident(s) and log the matter and outcome. A programme of action should be decided. There should be careful communication with parents or carers.

Stage 3 - Remedial Action

Practical steps should be taken to alleviate the problems concerned and to reduce the chances of reoccurrence.

The victim(s) should be supported with reassurance and, as necessary, advice on avoiding or dealing with any future problems. The perpetrator should face an appropriate sanction. Action should also include re-education, counselling and advice using the resources available inside and beyond school. There should be careful communication with parents or carers.

Stage 4 – Monitoring

The situation should be monitored and reviewed by the Head of House or member of staff who dealt with the incident as they should follow up as part of the process. As well as careful observation and follow up, a review date should be fixed to ensure the actions taken are evaluated and any further steps taken. There should be careful communication with parents or carers.

Consultation and Review

We want to ensure that we listen to pupils and other members of the school community on our policies and reactions to bullying. We also want to ensure the aims and content of this policy are clear to all. We have therefore:

- Consulted with parents/carers through parent forums
- Arranged for aspects of this policy to be included in PSHCE lessons and, from time to time, in assemblies
- Reviewed the operation of this policy every two years and consult with staff groups especially Pastoral
- Referred to other school policies that may benefit the reader such as those detailed below

007 Behaviour Principles Statement
055 Behaviour
053 Safeguarding & Child Protection
072 Student Confidentiality
039 Mobile Phones & Electronic Devices