



# Anti-Bullying Policy 2022-23

**Reviewed: 10/7/2022**

**Changes made:**

Page	Change	Reason	Made by	Reviewed by
1	More explicit reference to 2019 guidance	Reflecting review	AM	LT

**Next review: 10/7/2023**

## **1. Statement of Purpose**

All children, whatever their race, sex, beliefs and abilities have the right to be safe and to be free from oppression, humiliation and abuse (The Children's Act 2004). Redhill High School believes that bullying is unacceptable and should not be tolerated. All members of the school community share a collective responsibility for tackling bullying should it occur and in working together to promote positive behaviour.

Although non-statutory for the independent sector in Wales, the Welsh Government's 2019 guidance for schools on Challenging Bullying 'Rights, Respect, Equality' informs our policy.

## **2. Scope**

The policy applies to all staff, students and visitors, as well as students and parents.

## **3. Key definitions**

### **3.1 What is Bullying behaviour?**

Bullying behaviour is deliberately hurtful and designed to cause distress. It is usually repeated over a period of time and is difficult for the person being bullied to defend themselves against. It involves an imbalance and abuse of power and is not age dependent. It may have a racist or discriminatory motivation and can focus on ethnicity, culture, class, religion, learning difficulties, sexuality, long term health conditions and / or disability. It may be based on small differences between children which are not always clear to us and may shift and develop as relationships change. Bullying behaviour may be shown by individuals or groups. It may not always be clear who is manipulating the behaviour we see. Some children can be 'provocative victims', for example by behaving in a tiresome way which eventually triggers a response which may then be seen to be bullying.

### **3.2 Main types of bullying**

- Physical – e.g. physical aggression; spitting; biting; sexual harassment; having belongings deliberately damaged, stolen or removed.

- Verbal – e.g. Name calling; teasing; insulting; threats; offensive remarks; sexual/racial comments.
- Emotional / Psychological – e.g. excluding, humiliating, hostile looks; making distressing comments about family members, spreading stories/malicious rumours;
- Cyber / Hi-Tech e.g. malicious e-mails or comments in internet chatrooms or text messages on mobile phones; distressing comments about family members; posting stories, pictures etc. on the internet; silent phone calls; using someone else's name to spread unpleasant gossip and rumours; happy slapping.

The list above is not intended to be exhaustive.

#### **4. Why is anti-bullying important?**

Bullying affects everyone, not simply the victims and the instigators. It has an influence on other children who may witness violence, aggression and the distress of the victim.

Someone who is experiencing bullying will be upset and distressed and find it hard to concentrate on work or learning. There may be signs such as poor attendance, truancy, being late, being off school sick, becoming withdrawn and anxious, losing possessions and money, having mood swings, and showing untypical behaviour.

#### **5. Dealing with bullying**

##### **5.1 Reporting of incidents**

- Pupils at Redhill High School can be assured that their concerns will be responded to with sensitivity. All reports will be taken seriously and investigated. The Bullying Allegation Form to be used can be found in Appendix 1;
- Anyone who shares information will have their confidentiality respected as far as possible;
- Opportunities for children to communicate concerns include a message box (located in the Main Office), access to any member of staff,

representation on the School Council and mentors who will pass on concerns.

## **5.2 The School's response**

The following steps will usually be taken, as appropriate to each individual situation:

- We will take all incidents seriously and record their occurrence via the Bullying Allegation Form;
- We will investigate the incident(s) / establish facts by independently talking to all involved. If bullying has occurred this will be recorded on the Bullying Report and Monitoring Form (Appendix 1);
- We will use appropriate intervention techniques to manage difficulties between bullies & victims; we will encourage reconciliation where this is possible / feasible;
- Where bullying behaviour has been established, we will implement agreed sanctions consistently and fairly, as necessary, to prevent further incidents;
- We will involve parents as soon as possible where incidents merit it;
- Apply guidelines from the All Wales Police School Crime Beat Protocol (see Appendix 2) partnership working document to determine whether official police involvement is needed; as indicated in these guidelines, deal with incidents internally wherever possible;
- Keep accurate, factual records of all reported incidents and the School's response to them;
- Always follow-up incidents after they have been dealt with and review outcomes to ensure bullying behaviour has ceased;
- Provide on-going support for those involved where necessary.

## **5.3 Sanctions**

Depending on the nature of the issue, sanctions will be applied in line with the School's Student Behaviour Policy. These include:

- Withdrawing privileges/free time; preventing access to parts of school; lunchtime exclusion; short term exclusion; involving parents as / when necessary; involving appropriate outside agencies; including details on the bully's school record; exclusion.

#### **5.4 Strategies and preventative measures**

Dealing with bullying is not just about sanctions. We aim to use the following main strategies to ensure an holistic, 'joined-up' approach that creates a respectful culture which is upheld and supported by all. To this end, we will ensure:

- A whole-school approach involving everyone (staff, students, parents & governors) in developing and implementing this policy;
- Awareness raising of the issues, procedures, sanctions and method of monitoring bullying, e.g. assemblies, pastoral work, PSHE, parents meetings, newsletter, website;
- An ethos of personal responsibility where students are encouraged to tell if they experience bullying themselves or see others being bullied – knowing that not taking action condones the behaviour;
- We have a system in place for students to inform staff in confidence when bullying occurs; that staff are appropriately trained and supported to respond to this.
- We develop our understanding of collective responsibility through Support Groups, School Council, Peer Mentoring/ Support, appropriate curricular work (e.g. PSHE and our Rights Respecting School initiative; sessions with Police Liaison Officers);
- There is a clear, explicit link with the School's Student Behaviour and Safeguarding Policies;
- We provide clear information and guidance on dealing with bullying and the help which is available for students (see Appendix 2); this will be found on our website.

#### **5. Ongoing Evaluation**

Any incidents of bullying will be considered as appropriate in ELT meetings and appropriate action taken to deal with any patterns of behaviour or persistent problems seen from the evidence collated. These will be considered as

appropriate at SLT meetings in order to determine if broader strategic action is required. All records will be held in student files and in a separate bullying incident file.

## **6. Reviewing the policy**

This policy will be discussed, reviewed and revised annually by the Headmaster, in consultation with students, parents, staff and members of the school community, including the Board of Directors.

## **Appendix 1 – Bullying Allegation and Bullying Report and Monitoring Forms**

## Appendix 2 -

[Microsoft Word - WPSP School Crime Beat Protocol ENG wpsp\\_scbp\\_20211119\\_rev1.docx](#)  
[\(schoolbeat.cymru\)](#)

## Appendix 3 – Helpsheet

### Dealing with bullying

Being a victim of any kind of bullying feels really bad and it's important for you to know two things:

1. You're NOT alone
2. It's NOT your fault

### How to Deal With Bullies: What to Do

If you're being bullied there's a lot you can do. While different tactics work for different people. Some people try to work it out for themselves, depending on how bad the bullying is. However, you must never do this if you feel at risk, scared or physically threatened.

#### Just Walk Away from the Bully

The best way to deal with bullying is to walk away. Try not to react or respond. You should go to a member of staff to explain what has happened, or, if you are upset, ask a friend to do so. You must tell someone as soon as possible, even if it is a trusted adult or family member when you go home. You should also do the same if you see someone being bullied.

#### How to Stay Positive

It can be hard to remember all your good points when someone is doing their best to be negative. However, try to think of all the things you do well and remember that you are a valuable person. If you've told a grown-up before and they haven't done anything about it, tell someone else. Tell them exactly what happened, who did the bullying, where and when it happened, how long it's been happening to you, and how it's making you feel. When you tell them, ask them what they will do to help stop the bullying. It is their job to help keep you safe. Most adults really care about bullying and will do everything they can to help you. Keep telling until someone does help you!

#### Online Bullying

You should never respond to cyberbullying, (this includes cyberbullying you by text, email or social media). Remember anything you respond with could be shared with potentially millions of other internet users, and it could actually make the bullying worse. Immediately tell your parents, a trusted family member or a school member of staff. Block all communications from this person. Be sure to save evidence of the cyberbullying – take a



screen shot, or press Ctrl + prt scr on a computer, paste the information onto a word document, and save it in a special folder. Record the time and date, and make sure you do not leave out important bits, for example what you said in a conversation. Print the evidence just in case your devices fail.

**Remember, if you are bullied, do not:**

- Think it's your fault. Nobody deserves to be bullied!
- Fight back or bully a person back;
- Keep it to yourself and just hope the bullying will "go away." Make sure you report the bullying;
- Skip school or avoid school or afterschool activities because you're afraid of the bully;
- Don't be afraid to tell. Telling is NOT telling tales! It's the right thing to do!
- Hurt yourself. Nothing is that hopeless that it can't be resolved. As painful as bullying is, NOTHING is ever that bad that you should hurt yourself in any way.

**Your Rights Against Bullies**

Remember, everyone has the right to live in a safe and violence-free atmosphere both at home and at school.

**What Next?**

If you want to discuss any issues with bullying, you can:

- Speak to a trusted person – a member of staff, family member or trusted adult. It does not have to be your parent at home, or your Form Tutor at School, but they are good places to start;
- Put a message in the school message box (in the main office);
- Raise it with your buddy or School Council.