Martin High School

Inspiring all to dream more, learn more,
do more and become more.

ANTI-BULLYING POLICY

September 2016

Policy reviewed by: Head Teacher and Assistant Head Teacher
Policy agreed at: Full Governing Body Meeting September 2016
Review date: September 2018

Signed:_____ (Head Teacher)   Date:_____

Signed:_____ (Chair of Governors)   Date:_____

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Anti-Bullying

Aims
Within the Aims and Values of the school it states that: The Martin High School should be a place in which all who work and learn feel happy and secure. No one should ever have to accept threats and intimidation. The Martin High School does not tolerate bullying in any form – 'every student has the right to come to school and feel safe'.

What is bullying?
Bullying may involve complicity that falls short of direct participation by, for instance, manipulating a third party to tease or torment someone. It may be overt and intimidating but it is often hidden and subtle. It includes actions or comments that are:
- Racist
- Religious or cultural
- Homophobic
- Transphobic
- Biphobic
- Sexist
- Sexual
- Related to a disability
- Other physical attributes (such as hair, colour or body shape)
- Any reference to Special Educational Needs and/or disability
- Related to home circumstances

Bullying differs from teasing/falling out between friends or other types of aggressive/unacceptable behaviour when:
- There is deliberate intention to hurt or humiliate
- There is a power imbalance that makes it hard for the victim to defend themselves
- It is persistent

Bullying can be:
- **Physical** (including sexual) assault, damaging property
- **Verbal,** name calling, teasing or making offensive remarks
- **Cyber-bullying,** which is defined by the use of ICT by an individual or group in a way that is intended to upset others. Examples include using social websites, mobile phones , text messaging, photographs, video and email or gaming sites
- **Indirect,** causing emotional torment by way of exclusion from social groups or spreading malicious rumours

There is no hierarchy of bullying; all forms are taken equally seriously. Bullying 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. Bullying can be motivated by actual differences between students or perceived differences. We always consider all complaints connected with bullying seriously, no matter what the circumstances. If an incident of bullying outside of school is reported to the school, this will be investigated and appropriate action taken.

Dealing with bullying

The Head Teacher has ultimate responsibility for the wellbeing of all pupils and staff. The Assistant Head Teacher has been designated to oversee the safeguarding and wellbeing of pupils. The steps of this policy can be used by staff and pupils if they feel they are a target of bullying.

- There is an expectation that pupils, parents, staff or bystanders report cases of bullying at the first instance
- All staff, pupils, parents and governors must be aware of the policy and share responsibility for enforcing its principles
- The first contact should be with the pupil's Form Tutor. This is both for an observer of bullying or a target of bullying.
- The member of staff will gather evidence, complete the appropriate Go4schools log or safeguarding form and consult the Assistant Head Teacher or pupils Head of Year. In all cases details of the incident will be logged and parents of both the perpetrator and target will kept informed and involved
- After a full review of the facts, appropriate sanctions in line with the Behaviour Management Policy will be imposed. If the incident is of a serious or unprovoked nature a fixed term exclusion may be considered. Permanent exclusion may also be considered for persistent or prolonged acts of bullying.
- A range of approaches will be used to support the target of bullying. The school will offer coaching, mentoring and problem solving strategies to enable the target to tackle what has happened; this builds their resilience and confidence, nurturing lifelong learning in resolving problems.
- A range of approaches will be used to change the behaviour of the bully. This can range from peer education workshop on the effects of bullying, coaching and mentoring. More serious methods will be reserved and applied in the event of serious or repetitive cases of bullying.
- In serious incidents such as safeguarding, violence, threat of weapons or sustained serious bullying the matter may be referred to external agencies and in some cases the police.
- Bullying incidents will be logged and monitored by the Assistant Head Teacher and the information given to the Governing Body on a termly basis.
- A named Governor will have responsibility for maintaining an overview of behavioural and bullying issues.
- Staff will receive regular anti-bullying, safeguarding and child protection training and deliver anti-bullying education to pupils through assemblies, PSHE and across the curriculum.
- Various clubs are available in the Aspire Hub for targets to access should they feel uncomfortable during unstructured time.

Responding to bullying

- Any incidents of bullying should be reported to the Form Tutor and the Assistant Head Teacher.
- The school will investigate all incidents of bullying. This will include speaking to targets, perpetrators, bystanders and witnesses.
- Parents of the target and perpetrator/s will be notified of the incident and a follow up call or meeting will take place to inform them of all outcomes.
- Appropriate punitive responses will be applied to the perpetrators and bystanders in accordance with the schools Behaviour Management Policy.

- Restorative support will be provided to both the target and perpetrator by the school. This may take the form of; mediation, mentoring, targeted workshops, etc.
- Targets of bullying will be assigned a keyworker / mentor.
- A peer mentor / supportive friend will be available to the target.
- All teaching staff will be notified of the incidents of bullying to allow for close monitoring and support in lessons.
- All incidents of bullying will be recorded electronically on Go4schools and on a central database.
- Students affected by bullying will be monitored closely by their keyworker and regular 'check in' appointments will take place.
- In the unlikely event that following intervention and support an issue of bullying persists, the incident will be passed to the Senior Leadership Team who will decide the appropriate course of action.

Reporting bullying
The first point of contact at the school in the event of a student or parent needing advice on bullying is the Form Tutor. However, all of the following will help:
- Any adult
- The Head Teacher
- The Assistant Head Teacher (Anti-Bullying Coordinator)
- Heads of House
- Lunchtime supervision staff
- Aspire Hub team
- Peer Mentors

Staff who are bullied
Any member of staff who is subjected to bullying should speak to their line manager or a member of the Senior Leadership Team. See separate policies on 'Harassment and Discrimination' and the 'Dignity at Work' policy; both of which have been fully adopted by the school. Also refer to the school complaints procedure

How this policy is monitored
This policy is subject to review every two years, or earlier if deemed necessary by the Governors or the Senior Leadership Team
- The Assistant Head Teacher coordinates the recording system
- Analysis of records of incidences of bullying, including racist and hate incidents, logged as part of our behaviour management process and shared with SLT and Governors
- Racist incidents are reported to the Governing Body and Local Authority.
- Questions on student voice questionnaire relating to bullying
- Questions on parents questionnaires relating to bullying
- Parent forums

Links to other college policies
- Behaviour Management
- Safeguarding/Child Protection
- Equality
- E-safety
- Whistleblowing

Appendix A

Responding to Homophobic and Disablist bullying.

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A student makes a homophobic or disablist remark such as 'That's so gay' or 'Oi, pass me a pen you spag'

Action ⬇

Tell the student that homophobic/disablist language is not acceptable in school. Explain that the language is offensive. Does the student understand?

YES ➡ There may be some lapses and you may have to say it again, but students begin to understand that homophobic language is unacceptable and it stops.

NO ⬇

The student continues to make comments, as does the rest of the class. Explain in more detail the effect that homophobic and disablist language have on people and that like racist language, it will not be tolerated. Issue a strike 1. Does it stop?

YES ➡ The culture of the school is changing. In the same way pupils understand racism is unacceptable, they begin to understand that homophobic and disablist language is unacceptable.

NO ⬇

Remove the student from the classroom and talk to the student in more detail about his/her behaviour and why it's offensive. Issue a strike 2. Does the pupil stop?

YES ➡ It takes time to teach young people that homophobic and disablist bullying is unacceptable, especially if it has not been challenged in the past. Pupils who experience this type of bullying will be more confident about discussing other incidents with you if the school is seen to tackle incidents.

NO ⬇

Involve HoH's /SLT. The student should understand the sanctions that will apply if they continue to use homophobic/disablist language. Use 'On Call' system. Issue a strike 3. Does this help?

YES ➡ The involvement and support of HoH / Head Teacher /SLT in tackling homophobic and disablist language sends a strong leadership message that this type of language and behaviour will not be tolerated.

NO ⬇

Serious behaviour sanctions to be applied. Parents invited in to discuss the attitude of the student. Even if parents and students think that gay or disabled people should be treated differently, This does not mean that bullying behaviour is acceptable or tolerated at Martin High School.

PARENTS RESPOND NEGATIVELY ➡ Reiterate to parents that all students have the right to come to school and feel safe. Parents have an obligation to help school uphold policies. Punitive and restorative work will be undertaken with the pupil.

Appendix B

Anti-Bullying Checklist.
☐ Incident Reported
☐ Response record opened
☐ Target Interviewed/reassured
☐ Targets family notified of allegation
☐ Perpetrator Interviewed
☐ Perp. Family notified of allegation
☐ Witness/es interviewed
☐ Appropriate punitive response actioned
☐ Appropriate restorative response actioned
☐ Staff notified of incident
☐ Target notified of actions taken
☐ Target family notified of action taken
☐ Perp. Family notified of action taken
☐ Appropriate follow up/monitoring actioned

All staff should be using this checklist when responding to incidents of bullying. The incident should be passed to the AHT and logged on an Anti-Bullying response record as soon as possible. The incident should also be logged on Go4schools.