



**Anti-Bullying and
Discrimination
Policy**

March

2020



AIMS

We seek to fulfil the needs of learners in a caring, happy environment, enabling them to realise their true potential as young people and citizens.

We aim to enable our learners to:-

PREPARE for adult life in a happy, caring and purposeful environment

ACHIEVE their full potential regardless of individual need

CCARE for everyone and encourage respect and tolerance

ENJOY education and rejoice in success



Moving Forward Together

Policy Statement

Bullying damages lives. The aim of this policy is to provide students with a safe and secure working environment free from bullying, discrimination and harassment.

It is recognised that all schools are likely to have a problem with bullying at some time. Through this policy, we aim to help parents/carers and students know where to go and what to do in the event of a bullying issue.

Our pledge to parents/carers and expectations of students

The Whitby High School refuses to accept any kind of bullying, discrimination or harassment and this is reflected in its 'Positive Relations Policy' and other policies which promote equal opportunities. We expect students to respect the rights of every member of the school community, regardless of appearance, race, gender, sexual orientation/gender reassignment, disability (including SEND) or religion.

Our expectations are made clear on a regular basis through assemblies, curriculum activities, form time activities and form tutor periods.

Any incident of bullying, discrimination or harassment made known to the school will be investigated and appropriate action will be taken. The Whitby High School takes a firm line against such behaviour and a range of sanctions, including permanent exclusion from school, will be considered. Such behaviour is unacceptable and will not be tolerated.

Other policies which are related to this policy

- ✓ Child Protection and Safeguarding Policy
- ✓ Equality of Opportunity Policy
- ✓ The Positive Relations Policy (Conduct)
- ✓ Use of Reasonable Force Policy

Please note: This policy mainly refers to 'bullying'. This is for simplicity – discrimination and harassment towards others will be treated in the same manner.

The Aims of the Policy

This policy aims to produce a consistent response by the school to any bullying incidents that may take place. It is to act as a guide to students, staff and parents/carers. The overall aim is to create an environment free from the anxiety and stress that bullying and discrimination cause, whereby individuals can flourish and fulfil their potential. The onus is on **prevention** of bullying and discrimination but swift action will be taken when dealing with such cases. The Whitby High School promotes a culture whereby victims of bullying are confident to come forward and report matters and a culture of support, which has the voice of the child at its core.

Definition of terms

Bullying. The DfE definition of bullying is; “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, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences”. The DfE definition also recognises the **imbalance of power** between the victim and perpetrator in bullying cases.

Harassment is a similar phenomenon. Should an individual or group be the victim of constant verbal or physical abuse, then this is harassment. It can also take a sexual form, when the victim is being targeted by the perpetrator due to his/her gender or gender reassignment.

Discrimination is the deliberate targeting of individuals or groups due to their religious beliefs, disability (including SEN), gender, appearance or race. It can be verbal and physical in nature.

The above terms often overlap and could all be applicable in certain cases.

Procedure

Recognising the Signs of Bullying

Bullying is deliberately harmful behaviour over a period of time. The school recognises that any student can be bullied but certain factors that can make bullying more likely are:

- ✓ a lack of close friends in the school
- ✓ shyness
- ✓ race, religion, sexual orientation or social class
- ✓ special educational needs, a disability or another perceived difference.

Staff will suspect bullying is occurring if a student:

- ✓ becomes withdrawn and anxious
- ✓ shows a deterioration in his or her work
- ✓ starts to attend school erratically
- ✓ has spurious illnesses
- ✓ persistently arrives late at school

- ✓ prefers to stay with adults
- ✓ presents changes in behaviour.

Preventing Bullying

It is widely recognised that prevention is the most effective way of combating bullying and discriminatory behaviour. The school will take every opportunity to demonstrate to students, through the curriculum and by example, that it is totally opposed to bullying and discrimination. All school staff will, wherever possible, intervene to prevent incidents from taking place. This includes being visible on corridors between lessons and fulfilling duties around the site to maintain order.

The school will encourage students to report any incidents to a teacher or other adult at school. Students will be told that they may bring a friend with them if they wish.

The school will ensure that all staff, students and parents/carers are aware of this policy.

Dealing with Incidents

Any incidents will be taken seriously and dealt with as quickly as possible.

Staff who receive a report of an incident from a student will:

- ✓ listen to the student's account of the incident
- ✓ reassure the student that reporting the incident was the right thing to do
- ✓ make it clear to the student that they are not to blame for what has happened
- ✓ make a note of what the student says
- ✓ explain that the student should report any further incidents to a teacher or other member of staff immediately.

Staff will ask the student:

- ✓ what has happened
- ✓ how often it has happened
- ✓ who was involved
- ✓ where it happened
- ✓ who saw what happened
- ✓ what they have done about it already
- ✓ how the school can support them.

The matter will then be referred to the appropriate House team for action.

If there are concerns that a student is suffering, or is likely to suffer, significant harm as a result of the bullying, it will be treated as a child protection concern and reported to a Child Protection Officer, who may in turn refer the matter to the Local Authority.

If other agencies, such as the police are involved, the school will work closely with them and put appropriate support plans into place. If there are serious concerns about the mental health of the victims, appropriate support will be sought through i-Art (social services) and any necessary referrals submitted.

Support for the victims of bullying

The main focus of school staff will be to support the victims of bullying in all cases. There are a number of strategies which can be used to support the victims:

- ✓ a designated member of staff for students to go to when feeling anxious (nominated by or agreed with by the student)
- ✓ 'wishes and feelings' work will be done by pastoral staff (using the school proforma)
- ✓ referral into the school welfare system, which offers a range of bespoke support
- ✓ 'safe areas' at unsupervised times during the school day
- ✓ early collection from school (short-term basis)
- ✓ accessing the Study Support Room to keep up-to-date with subject matter (short-term)
- ✓ accessing the 'buddy' system run by older students
- ✓ home contact to monitor the situation and feelings of the victim.

Support will be agreed with parents/carers and students. It is vital that parents/carers are involved at all stages and that contact is maintained by both parties (school and parent/carer) to share any relevant updates. It is good practice for the school to continue to monitor known bullying cases.

Moreover, it is important that House Leaders and form tutors liaise closely to monitor the behaviour of the victims of bullying. Changes in behaviour may be explained by the impact of such events.

Helping Bullies to Change

Staff will spend time to help students who have bullied others to change their behaviour. If a student is bullying others, staff will:

- ✓ talk to the student and explain that bullying is wrong and makes others unhappy
- ✓ discuss with the student how to join in with others without bullying
- ✓ talk to the student about how things are going at school, their progress and friends
- ✓ give the student lots of praise and encouragement when they are being kind and considerate to others
- ✓ possibly refer the student to the 'Restorative Justice' programme, through the pastoral system, in order to reflect on how their behaviour impacts on others
- ✓ use outside agencies, such as the community police (PCSO), when appropriate.

Dealing with Serious Bullying

If the preventative measures and peer support strategies do not succeed, serious bullying will be dealt with under the school's discipline policy. The bully will go through the sanctions system:

- ✓ parents/carers will be informed
- ✓ detentions will be issued
- ✓ the student will be Isolated from mainstream lessons for a prescribed time period
- ✓ a 'Step Out' to another school will be used
- ✓ in the most serious cases, a fixed-term or permanent exclusion from school will be used.

If the matter is referred to the police, the school will work in partnership to resolve the issue.

Bullying of Students with Special Educational Needs and Disabilities (SEND)

Students with SEND are at particular risk of bullying. The school will:

- ✓ ensure that students with SEND are fully integrated into the life of the school
- ✓ ensure that all staff are aware of students who are vulnerable and understand their particular needs
- ✓ ensure that staff training covers the specific ways in which bullying affects students with SEND
- ✓ use the curriculum to explore the issue of "difference" and give students the opportunity to explain to their peers what it is like to have their special needs or disability
- ✓ encourage a positive relationship with the parents of students with SEND
- ✓ assess any trends or patterns in incidents of bullying affecting this group of students.

Recording Incidents

All incidents of bullying and discrimination and the resultant discussions with the students involved will be recorded on the CPOMs system, along with the school's response.

Co-operating with Parents and Carers

The school will ensure that parents/carers are aware of this policy. If you suspect that your child is being bullied, **you should contact the school as soon as possible**. It is

vital that the school is informed, in order for the matter to be dealt with. We respectfully request that parents/carers do not take to social media to criticise the school without first going through the appropriate channels, which are:

- 1) make contact with your child's tutor
- 2) make contact with the relevant House staff
- 3) if you remain unhappy, please make contact with the Deputy Headteacher (pastoral).

We also strongly advise you to check your child's use of e-mail/internet facilities or mobile phone (text messaging and social media sites).

The school is here to help and our main concern is for the happiness and welfare of our students.

Advice to students

Please follow the steps outlined below:

- 1) Reports incidents as soon as possible. **DON'T SUFFER IN SILENCE**. Should you feel uneasy about speaking to staff about the issue, report it through the school 'App' or **SHARP** system. There is a publicised 'drop-in' service every week, whereby students can report issues anonymously.
- 2) Be assertive but not aggressive. Tell the perpetrator to stop, say you don't like their behaviour. If it continues, don't let the perpetrator see you are upset. This is what they are trying to achieve.
- 3) Avoid risky situations. Don't go into isolated areas.
- 4) Be proud of yourself – you have got qualities and strengths. Don't let perpetrators make you feel ashamed of yourself.
- 5) Don't be tempted to stay away from school. Come to school, report the situation. We will investigate it and support you.

Cyber-Bullying

The school takes a firm stance on cyber-bullying and the same sanctions as those outlined previously apply. If the incident happens outside of school but affects relationships in school, we will seek to assist parents/carers as much as possible on these matters. Sanctions may still be applied and the school will liaise with the police as necessary.

Staff have the power to confiscate electronic devices and also to examine data or files, and delete these, where there is good reason to do so. Parental consent is not required to search through a young person's mobile phone. Staff concerns should be passed to relevant team. Designated staff will carry out searches of devices and possible deletion of material.

If it is suspected that a device contains evidence in relation to an offence, the police will be contacted. Such material **MUST** not be deleted prior to giving the device to the police.

Monitoring and Review

This policy is regularly monitored by the Head and Governing Body to ensure that it is working as effectively as possible. The review date is one the front of the policy.