



Range High School

ANTI-BULLYING POLICY

Date of last review: November 2019

Date of next review: Autumn term 2020 (major changes will be brought to the attention of governors as, and when they occur)

RESPONSIBILITY FOR THIS POLICY REMAINS WITH THE GOVERNING BODY

General Information

Governors: This section will be reviewed annually by the full governing body

Headteacher: Mr M McGarry

SLT: Mrs V Ashworth - Associate Leader (Behaviour)

SMT: All four Heads of House

RANGE HIGH SCHOOL

ANTI-BULLYING POLICY

We at Range High School believe that all pupils have the right to feel happy, safe and included. Pupils have the right to work in an environment without harassment, intimidation or fear.

ALL BULLYING, OF ANY SORT, IS THEREFORE UNACCEPTABLE.

We recognise the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

OUR DEFINITION OF BULLYING

Bullying involves dominance of one pupil by another, or a group of others, is premeditated and usually forms a pattern of behaviour.

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against.

It can take many forms but the main types are:

- Physical – hitting, kicking, taking another's belongings
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, using social media to post/send untrue, malicious or provocative messages.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to:

- Racial harassment and racist bullying
- Bullying because of pupils' religious beliefs
- Bullying because of physical characteristics or accents
- Bullying because of pupils' sexual orientation (including the use of homophobic language)
- Bullying of pupils who have special educational needs or disabilities.
- Bullying of very able pupils/ Gifted and Talented

CYBERBULLYING

Cyberbullying is the use of Information Communications Technology (ICT) particularly mobile phones and the internet, deliberately to upset someone else.

Pupils are given guidance through assemblies and curriculum areas on the traumas of cyberbullying and how to react to it.

OUR WAYS OF TRYING TO PREVENT CYBERBULLYING

- Making the whole school community aware of the impact of cyberbullying
- Making all pupils aware of their responsibilities in their use of ICT

- Conducting searches of Internet use in school by being able to access any e-mails and website use
- Providing and publicising different ways of reporting cyberbullying
- Providing support for all pupils who experience cyberbullying in or out of school
- Making clear to all pupils the sanctions in place for the misuse of ICT both in and out of school
- Keeping records of all incidents involving cyberbullying

OUR WAYS OF SUPPORTING A PUPIL WHO HAS EXPERIENCED CYBERBULLYING

- Making sure the pupil knows not to retaliate or return a message
- Making sure they keep relevant evidence and not delete it
- Checking the pupil knows ways to prevent it happening again
- Taking immediate action to contain the incident when content has been circulated
- Using disciplinary powers to confiscate phones that are being used to cyberbully
- Contacting the police in cases of illegal content

In addition to this they are advised to:

- Always respect others – to be careful what they say online and what images they send
- Think before they send – whatever is sent can be made public very quickly and could stay online forever
- Treat their password as private information – keep it to themselves
- Only give their mobile number or personal website address to trusted friends
- If they are concerned in any way talk to an adult they trust.

SIGNS OF BULLYING

These can include:

- Attendance problems
- Reluctance to stay after school/reluctance to go home
- Poor class work / changes in behaviour
- Anxiety
- Losing money and belongings
- Being aggressive, bullying others
- Physical appearance changes e.g. bruising, weight-loss

ANY PUPIL WHO EXPERIENCES BULLYING WILL BE SUPPORTED

CREATING AN ANTI-BULLYING CLIMATE IN SCHOOL

We at Range High School actively promote positive behaviour to create an environment where pupils behave well and take responsibility for each other's emotional and social well-being.

Our curriculum is used to:

- Raise awareness about bullying and our anti-bullying policy
- Increase understanding for victims and help build an anti-bullying ethos
- Teach pupils how to constructively manage their relationships with others

PSHE lessons, assemblies, tutor time and the STAR Club and work of our Learning Mentors are some of the many examples that are used to show pupils what they can do to prevent bullying.

We also promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted

by anyone within the school community. Positive behaviour is recognised via Class Charts and rewarded e.g. Range Ready and Random Acts of Kindness.

Bullying will not be tolerated and we make this clear in the information we give to pupils and parents when they join our school.

We use school assemblies and in particular PSHE lessons to reinforce this message.

Information about our policy and the phone numbers for Helplines are included in the students' Information Booklet.

Posters in every tutor room are used to remind pupils that bullying is not acceptable, and to tell them what to do if they are bullied.

We will provide written guidance to all our pupils to explain what they should do if they are being bullied, or if they see another pupil being bullied.

During the national anti-bullying week and at other times we, with the help of the house and school councils, we survey pupils to find out where and when bullying occurs in school and will supervise and try to eliminate any unsafe areas which they report to us.

OUR STRATEGIES FOR THE PREVENTION OF BULLYING INCLUDE:

- Providing a safe and secure learning environment for all pupils.
- Reducing and eradicating wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy.
- Promoting an ethos of Ready, Respectful, Safe, which values individual effort and achievement and develops a sense of respect for others.
- Encouraging an ethos which emphasises tolerance and consideration of others. Year 11 pupils complete the NHS HAPI Questionnaire, which includes questions relating to bullying and incidents are followed up
- Encouraging activities through the curriculum or with support of our strong pastoral system and highly experienced Learning Mentors to help build confidence and self esteem
- Making rooms, available at breaks and lunchtime for a place for our more vulnerable pupils to meet and socialise
- Monitoring pupil behaviour and attitudes towards bullying.
- Providing a supportive climate which will encourage pupils to report incidents of bullying.
- Providing high quality support for individuals who are bullied or bully.
- Establishing a means of dealing with bullying, and of providing support to pupils who have been bullied.
- Responding effectively to all instances of bullying that are reported to us.
- Ensuring that all pupils, parents and staff are aware of the policy and that they fulfil their obligations to it.
- Having a 'Bully Box' in pupil reception for pupils to air their concerns and pass on information.
- Anti-bullying ambassadors (Sixth Form) and STAR Club details of which are on the Notice Board opposite Pupil Reception

STRATEGIES FOR DEALING WITH BULLYING

- Offering immediate support to discuss the experience with a member of staff of their choice
- Reassuring the pupil that it is not their fault they are being bullied
- Explaining that there are a number of different approaches to dealing with the incident
- Affirming that bullying can be stopped and that school will persist with intervention until it does
- Offering continuous support

- Restoring self-esteem and confidence
- Involving friends or older pupils in peer support or a buddying scheme

PROCEDURES

Pupils who have been bullied, who see others being bullied or members of staff who receive reports that a pupil has been bullied should report this as soon as possible to a member of the Pastoral Team.

All reports of bullying will be taken seriously and be followed up by a member of the Pastoral Team. They will all be logged and kept by the Head of House in the pupil's file on the House Log. Parents/carers will be kept fully informed. Any member of the Pastoral Team or any other member of staff that deals with a bullying issue will follow up after an incident to check that the bullying has not started again. This will be done within two weeks and again at a later date. The matter should then be monitored for a period of not less than 28 days.

If, upon investigation, any report of bullying behaviour reveals a mixture of conflicting reports of behaviour, this will be drawn to the attention of both parties with an attempt at mediation.

Where bullying is of a racist nature, we will record this using the Racial Incident report Form, located in the Staff Room.

Where bullying, according to the investigator, is of an inequality nature, this will be reported.

Pupils who have bullied will be encouraged to discuss what happened, why they became involved and what needs to change.

School will monitor carefully the nature and frequency of bullying. We will regularly survey pupils and frequently make clear that pupils must speak out against bullying and must tell.

WHEN TOUGHER MEASURES ARE NEEDED

If a pupil refuses to obey clear and explained instructions then at this point it may be necessary to invoke the full range of sanctions that are detailed in the school's Behaviour and Discipline Policy.

These include:

- Removal from the group
- Withdrawal from breaks and lunchtime
- Detention
- Internal isolation
- Fixed term exclusion from school
- PSP and Governor Panel

In the most serious cases it could include permanent exclusion from school.

BULLYING OUTSIDE THE SCHOOL PREMISES

Schools are not directly responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and on journeys to and from school.

Where a pupil or parent tells us of bullying off the school premises we will

- talk to pupils about how to avoid or handle it
- speak to the pupils if they are from our school and inform their parents
- talk if appropriate to the Head Teacher of another school whose pupils are bullying
- talk to the local police

- reserve the right to take action under the school's Behaviour and Discipline policy if social media is used

OUR RESPONSIBILITIES

Everyone within school is expected to

- Act in a respectful way and supportive way towards one another
- Adhere to and promote the objectives of this policy

Pupils are expected to

- Report all incidents of bullying
- Report any suspected incidents that victims may be afraid to report
- Support each other and to seek help to ensure that everyone feels safe, and nobody feels excluded or afraid in school

Parents can help by

- Supporting this policy and procedures
- Contacting their child's tutor, Head of House or any other member of staff immediately if they have any concerns
- Helping to establish an anti-bullying culture outside of school

EVALUATING OUR POLICY

We will evaluate our anti-bullying policy using the following measures:

- The number of incidents that are reported to staff over a given period
- Pupils' perceptions of the scale through periodic questionnaires and discussions with the Year and School Councils

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the Head Teacher's notice. If the Head Teacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school's Complaints Procedure. This involves contacting the clerk to the Governors through school.

RELATED POLICIES

Our Anti-bullying Policy links with and should be read in conjunction with the Safeguarding Policy, and

- Behaviour and Discipline Policy
- Learning Mentors Policy
- Health & Safety Policy