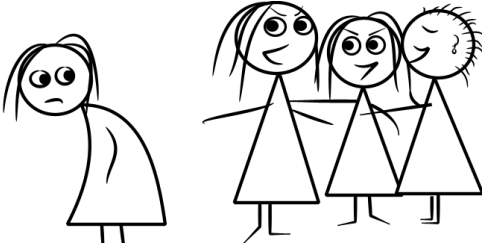


# Anti-Bullying Policy

**Date Policy due to be reviewed:** July 2017

**Committee Responsible for Policy:** Full Governing Body Committee



**Bullying is when an unpleasant situation becomes out of control. Bullying can include physical violence, mental abuse, such as name-calling, threatening, ignoring or insulting another person's family, religion, race, sexuality, mental health or anything which intentionally makes a person feel unhappy or intimidated. This can also include 'friendly jokes' and 'banter'.**

### Entitlement

**It is a basic right of all young people to receive their education free from fear, humiliation and abuse. Every person who is a part of Hillcrest School has a responsibility to take action to care for each other in order to create and maintain a secure and safe environment at school.**

At Hillcrest School we aim to...

- Encourage students to report serious situations
- Create an environment in which students know they will be listened to
- React to bullying incidents in a reasonable, proportionate and consistent way.
- Prevent the continuation of harmful behaviour. (Physical and Verbal)
- Safeguard any learner who has experienced any form of bullying based on their race, religion, culture, ethnicity, gender, disability and sexual orientation.
- Prevent our students from being drawn into any form of anti-social behaviour or extremist conduct as a result of pressure placed on them by other members of our community.
- Provide a variety of sources of support for learners who have experienced bullying.
- Apply disciplinary procedures to learners who adopt anti-social behaviour to ensure they learn from the experience.
- Offer help, support and counselling as is appropriate to bully(ies) to enable them to address their anti-social behaviour
- Monitor situation and the impact of interventions over a period of time.
- Promote the key 'British Values' of mutual tolerance and respect for people from different religious, ethnic and cultural backgrounds.

### **WHAT STUDENTS SHOULD DO:**

You have a responsibility to prevent bullying.

#### **If you are bullied, or you see someone being bullied:**

- Remember that it is not your fault. Nobody deserves to be bullied.
- Try to stay in a friendly group.
- Try to be confident even if you do not feel it, but remember walking away is not cowardly.
- If you are worried you can go to the Zone or OLC at lunchtime to be with other students.
- Keep a diary recording what happened, when, where, and with whom.
- Speak to the victim and ask them if they require any help and support
- You should not encourage the bully.

#### **Who you should tell:**

- Your Form Tutor
- Your College Learning Leader
- The school Safeguarding (Mr Connor-Hemming, Mrs Bunce and Mrs Penn)
- Any member of staff you feel happy to talk to, or feel you can trust
- Your parent, carer or anyone at home
- Your friend, if this helps
- In an emergency tell the nearest adult.

**When to tell:**

- If you are afraid – report the bullying as soon as you can.
- Otherwise – report the bullying when you are not in lessons – before school, at break, at lunchtime or after school. Staff will make time to listen to you.

**Important!**

- It does not help to keep the problem to yourself. You need support, and students who bully need help so that they can change their behaviour.
- The problems are unlikely to go away if you ignore them, and they could get worse.
- Take a friend with you if you are worried about telling someone – your friend may help you.
- Staff will listen to you in confidence as far as they can, but you must be aware that they may have to pass on certain information to get you the help you need. They will always tell you what they are going to do.

**WHAT STAFF AND OTHER ADULTS EMPLOYED AT SCHOOL SHOULD DO:**

- Be prepared to listen to students.
- Be alert to possible bullying situations. Deal with or refer any instances of bullying to the College Learning Leader or SLT member.
- Promote positive behaviour.

**PARENTS / CARERS HAVE A RESPONSIBILITY TO:**

- Contact school if you are aware or suspect that bullying is taking place, either with your child or with other students in the school.
- Support and encourage your child to talk to someone if they are aware or suspect that bullying is taking place.
- Encourage your child not to be aggressive with other people.

**Hillcrest School Staff Development**

As part of our commitment to ensuring every child should be able to learn in a school environment free from bullying of any kind and in which they feel safe and supported we will ensure the following actions are taken in respect of staff development –

- This policy will be regularly reviewed and updated in light of changes in national legislation.
- We will respond to specific incidents that may occur and update our policy or guidance if necessary.
- Staff will be fully informed of any relevant changes to policy or guidance.
- Staff training is in place for all staff, including NQT's, to ensure all staff are fully informed of current practice and are equipped to implement our policy at all times.
- Our Deputy Headteacher will attend regular training sessions with regard to Behaviour and Attendance as organised by the LA and Oaks Network.
- These sessions will be fed back to all staff at regular intervals.
- Staff will undertake regular CPD training on a range of issues that may lead to bullying, ie – extremist radicalisation, gang culture, child sexual exploitation, honour violence, mental health, sexual orientation.

**What is Cyber-bullying?**

Cyber-bullying has been defined as –

“The use of information and communications technology (ICT), particularly mobile phones and the use of the internet, to deliberately upset someone else.”

- Cyber-bullying can be an extension of face-to-face bullying.
- Our concern is that cyber-bullying invades home and personal space.
- Cyber-bullying is a form of bullying and can affect learners and staff.
- Cyber-bullying is not a specific criminal offence but laws concerning harassment and threatening behaviour may be applied.

Cyber-bullying has many forms –

- Threats
- Intimidation
- Harassment
- Stalking (repeatedly sending unwanted texts / messages)
- Manipulation
- Happy Slapping (video recording of anti-social behaviour)
- Publication of private information or images.

It is essential to understand that some incidents of cyber-bullying may be unintentional and the consequences may also be unintentional.

It is important to stress those by-standers or observers of cyber-bullying may become perpetrators by allowing these actions to take place.

### **Hillcrest School's response to cyber-bullying...**

Cyber-bullying is a form of bullying.

We will adopt our full range of anti-bullying strategies to combat this form of bullying.

Additional strategies available to us in order to combat this form of bullying include –


- Monitoring the use of ICT during school hours.
- Working to ensure the use of mobile phones is at a minimum during school hours
- Confiscating mobile phones.
- Restricting access to ICT provision during school hours.
- Raising awareness of this particular form of bullying through PSD sessions and Assemblies.
- Encouraging parents to monitor use of ICT outside of school hours.
- Providing learners with access to a range of means of reporting incidents causing concern.
- Working closely with the Police to report concerns at the earliest opportunity.

If parents / carers are concerned please contact the school. We would ask all parents / carers to:

- Be vigilant of how their child uses such technologies.
- Use the relevant safety 'tools' that are available to help monitor and manage the internet
- Keep any evidence of offending emails, text messages or online conversations



The school reserves the right to exclude a student from school for incidents of cyber-bullying or inappropriate behaviour on social media out of school. Such forms of behaviour bring the school community into disrepute.

**Hillcrest School**  
A Specialist Maths & Computing College and Sixth Form Centre



### ***Supporting the learning environment: Digital Media***

- Recording any member of the school community without their permission is not allowed
- The display, supply or posting of any such materials will result in a C5 exclusion
- The school does not take responsibility for inappropriate use of digital media outside of school hours or outside of the school premises. Such issues which affect the running of the school will result in the involvement of any appropriate agency (e.g. the Police) and the school following the 'Getting it Right policy towards the individual'.



## **Homophobic Bullying**

What is Homophobic bullying?

Homophobic bullying is bullying which is motivated by a prejudice against lesbian, gay or bisexual people.

Homophobic bullying can be experienced by a variety of people –

- Young people who are lesbian, gay or bisexual.
- Young people who are thought to be lesbian, gay or bisexual
- Young people who are different in some way.
- Young people who have gay friends or family.
- Teachers who may or may not be lesbian, gay or bisexual.

Homophobic bullying can be carried out by a variety of people –

- Anyone.
- People who think lesbian, gay and bisexual people should be bullied because they do something ‘wrong’.
- People who may be gay themselves and feel angry about this.
- People who think gay people have fewer rights than heterosexual people.
- People who think gay parenting is wrong.

Homophobic bullying can look like other forms of bullying –

- Physical Bullying
- Verbal Bullying
- Cyberbullying

### **Hillcrest School’s response to homophobic bullying...**

Homophobic language must be challenged to ensure that it is not acceptable.

In addition to following our Anti-Bullying Procedures we will also ensure that the following guidance is followed -

- Homophobic bullying is not acceptable.
- We will ensure that learners are aware that homophobic language will not be tolerated in school
- All incidents of homophobic language will be recorded and dealt with appropriately.
- If a learner uses homophobic language we will ensure that they are aware of the effects such language has on people.
- If a learner makes persistent remarks they will be subjected to our Behaviour Policy and our Anti-Bullying Policy. The parents of such a learner will be contacted immediately. In the event of the problem continuing, the parents will be invited into school to discuss further sanctions.
- We will also offer support to learners and parents in order for them to fully understand the consequences of such language or behaviour and will provide support if necessary.
- The school works hard to ensure that prevention is the first step in our strategy to remove homophobic bullying. The use of PSD lessons, Assemblies, Guest Speakers and our Support Staff play a crucial role in this aspect of our strategy.

The school reserves the right to exclude a student from school for incidents of homophobic bullying. This may be either an internal or external exclusion based on the nature and severity of the incident.

## **Bullying around Race, Religion and Culture (Racist Bullying)**

What is Racist Bullying?

The term refers to a range of hurtful behaviour, both physical and psychological, that makes a person feel unwelcome, marginalised, excluded, powerless or worthless because of their colour, ethnicity, culture, faith, community, national origin or national status.

Under the current political climate we endeavour to empower our students to be resilient against the pressure being placed on young people from different forms of extremist ideologies, ie – English Defence League (EDL) and Islamic State (ISIS / ISIL). As a result of the increasing use of social media, young people are being drawn into joining extremist groups and undertaking actions that are designed to deliberately offend or hurt other religious and racial groups. In addition, we recognise the growing impact of right-wing extremism in the UK and seek to ensure all members of our school community are valued and respected irrespective of their nationality, ethnicity or country of birth.

Racist bullying can be experienced by a variety of people:

- Young people from all ethnic groups.
- Young people who are thought to be from a particular ethnic group.
- Young people who have different religious or cultural beliefs.
- Young people whose friends or family are from different ethnic groups.
- Young people whose friends or family hold different religious or cultural beliefs.
- Teachers who are from different ethnic groups.
- Teachers who hold, or are believed to hold, different religious or cultural beliefs.

Racist bullying can be carried out by any member of the school community.

Racist bullying can take the form of other types of bullying –

- Physical Bullying
- Verbal Bullying
- Cyberbullying
- Distributing extremist literature in the community

### **Hillcrest School's response to racist bullying...**

In addition to following our Anti-Bullying Procedures we will also ensure that the following guidance is followed –

- As outlined in our commitment to British Values, any form of racist bullying is not acceptable.
- We will ensure that learners are aware that racist bullying will not be tolerated in school
- All incidents of racist bullying will be recorded and dealt with appropriately.
- If a learner uses language that may be considered racist we will ensure that they are aware of the effects such language has on people.
- If a learner makes persistent remarks they will be subjected to our Behaviour Policy and our Anti-Bullying Policy. The parents of such a learner will be contacted immediately.
- In the event of the problem continuing, the parents will be invited into school to discuss further sanctions.
- We will also offer support to learners and parents in order for them to fully understand the consequences of such language or behaviour and will provide support if necessary.
- The school works hard to ensure that prevention is the first step in our strategy to remove racist bullying. The use of PSD lessons, Assemblies, Guest Speakers and our Support Staff play a crucial role in this aspect of our strategy.
- The use of self-reflection is an integral part of our policy and every attempt to ensure that members of the school community who use racist language or behaviour are given the opportunity to reflect on the consequences of their actions will be used.

- All students undertake annual PSD sessions to focus on promoting and embedding the ‘British Values’ as part of the wider PREVENT and Community Cohesion agenda.

The school may deem it necessary to contact the Police or make a referral to MASH (Multi-Agency Safeguarding Hub) depending on the severity of the situation and level / nature of the incident.

Any form of racist behaviour towards another student(s) will result in an exclusion. This may be either an internal or external exclusion based on the nature and severity of the incident.

### **Bullying linked mental health issues**

Research suggests that a young person’s mental health (actual and perceived), learning difficulties, disability or long-term health conditions may put them a risk of being bullied. Young people experiencing difficulties around mental health can be particularly at risk because of the stigma associated with having a mental health problem, specifically young people who display high levels of shyness or withdrawn behaviours, tend to be anxious or fearful, are insecure or have low self-esteem. Research shows those who self-harm are more likely to be bullied.

We recognise that bullying affects young people’s mental health, emotional well-being and identity. Research shows that some young people develop mental health issues as a result of being bullied.

### **Hillcrest School’s response to any form of bullying linked to a mental health issue ...**

- The school curriculum promotes inclusivity and creates a climate of understanding and acceptance in relation to mental health issues.
- The topic of mental health is covered sensitively in PSD lessons and whole school assemblies to highlight the impact bullying can have on a person’s emotional well-being and mental health.
- Curriculum coverage de-stigmatises mental health issues and encourages students to use appropriate and non-derogatory language about mental health and emotional well-being.
- PSD sessions and assemblies focus on raising awareness that mental health is not restricted to older generations and shares positive examples of how young people have coped with a range of issues.
- Staff undertake training to raise awareness of the indicators of mental health issues in young people and the range of support they can provide in such cases. This allows staff to confidently challenge the language and behaviour of students when it stigmatises mental health or when verbal abuse is used against others.
- Our Learning Mentor is trained to support students experiencing a wide range of mental health issues and offers regular drop-in sessions with Forward Thinking advisors.

The school reserves the right to exclude a student from school for incidents bullying linked to physical or mental health issues. This may be either an internal or external exclusion based on the nature and severity of the incident

### **REMEMBER**

- We ALL have a responsibility to prevent bullying.
- ALL reported incidents will be investigated.
- If you are being bullied, **TELL SOMEONE**.
- Do not stand back and watch someone else being bullied. **TELL SOMEONE IMMEDIATELY**.

Date: July 2016

Review Due: July 2017