

Cantonian High School

Ysgol Uwchradd Cantonian



THE BEST FROM EACH
SUCCESS FOR ALL

Anti-Bullying Policy

Revised October 2008
Revised May 2010
Revised September 2010
Revised May 2012
Revised January 2015
Revised Spring 2018
Revised Summer 2019

This policy was adopted by Governors on 04 July 2019

Bullying is taken seriously by all staff at Cantonian High School.

Bullying is when people deliberately hurt, harass or intimidate someone else. There are many definitions of bullying, but most consider it to be:

- deliberately hurtful
- repeated, often over a period of time
- difficult for victims to defend themselves against

Bullying can take many forms, but the main types are:

- Physical e.g. hitting, kicking, taking belongings
- Verbal e.g. name calling, insulting, making offensive remarks
- Indirect e.g. spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, e-mails or text messages
- Cyber e.g. bullying through electronic means including Facebook, WhatsApp, Snapchat and other websites

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying.

The school's teaching and associate staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with policy.

Some pupils are targeted because they are different in some way. The school recognises that bullying may take place because of race, gender, sexual orientation or disability. However, children with obvious differences are not the only victims.

Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Aims of the Policy

The aim of the Anti-Bullying Policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

Procedures Following an Incident of Bullying

All teaching and associate staff must be vigilant at all times in order to detect and report any form of bullying. Staff should report any incidents of bullying to the Form Teacher or directly to Heads of Year. Information will be passed on via the correct lines of responsibility.

- All allegations of bullying will be taken seriously and investigated promptly.
- If an incident of bullying is reported to a member of staff, it must be recorded on a referral sheet.
- A clear account of the incident will be recorded by the behavior team. Written accounts will be taken from all parties concerned and these will be given to the relevant Head of Year, together with an outline of the incident. Names / ages of all parties must be recorded, together with the location of the incident(s), date / time, details, type of incident, gender / ethnicity of victim / perpetrator, action taken, support offered, whether a pattern of behaviour is appearing, whether outside agency help has been sought, and whether the incident has been resolved.
- During any investigation into bullying the bullied pupil will record the incident in writing.
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- Form Tutors, Heads of Year or the pastoral team (whichever appropriate) will record discussions with both parties.
- The parents of both the bullied and the bullying pupil will be informed as appropriate. Early intervention is essential.
- Mentoring will be available from the behaviour team, if necessary, for the bullied pupil and the bully.
- Counselling from the School Counsellor will also be available if it is deemed appropriate.
- Outside agencies will be involved where appropriate.
- The consequences of bullying for the bully will follow the school's Behaviour Policy. However, staff must attempt to examine all aspects of each incident in order to resolve the issue.

The Role of Pupils

Pupils who have been bullied will be supported by:

- Offering them an immediate opportunity to discuss the experience with a Form Tutor or member of staff of their choice.
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence
- Inviting them to join the 'Buddy Club' and receive peer mentoring
- Offering support from 'Nurture Support'

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrongdoing and the need to change
- Informing parents or carers to help change the attitude of the pupil

The Role of Parents / Carers

Parents and carers have an important role to play in combating bullying in school, and can help the school in a number of ways:

- Supporting the school in its attempts to eliminate bullying
- Impressing on children the importance of sociable behaviour
- Reporting to the school concerns or misgivings about victims or perpetrators of bullying
- Actively participating in counselling pupils involved in bullying

Strategies in Place

- All staff will remind pupils that incidents of bullying will be considered serious breaches of school rules.
- Raising awareness of bullying will give the problem a high profile. Pupils will be encouraged to report incidents of bullying to any member of staff. Information about bullying will be displayed around the school . Further information will be available to parents on request.
- The school's Anti-Bullying Policy will be promoted regularly during assemblies and during registration time.
- The school will continue to develop strong links with the local Police and the local community.
- The school will promote the notion of 'E-Safety' through assemblies to raise the profile of and develop awareness of behaviour and safety online
- There will be staff on duty at breaks and before, during and after school. Members of staff on duty throughout the day to deal with potential problems.
- There will be active promotion of the National "Anti-Bullying Week" and anti-bullying campaigns.
- All new staff will receive training on pastoral issues and in particular, the anti-bullying strategy after arriving at Cantonian High School.
- Buddy Club is a supervised facility for pupils needing support to access during lunchtimes.
- Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSE, form tutorial time, school council, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

This policy is to be reviewed every two years.

Agreed by Headteacher: 

Agreed by Chair of Governors: 

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