



ANTI-BULLYING POLICY

Ratified by Governors: December 2013

Review: December 2017

Calder High School – Anti Bullying Policy

We are committed to providing a caring, friendly and safe environment for all our students and staff so they can learn and work in a relaxed, secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, members of our school should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school, this means that someone who knows that bullying is happening is expected to tell the staff. It is our intention to have a safe school in which pupils can learn, develop and socialise and we are determined to keep it that way. We are keen for students, parents and staff to work together to keep everyone comfortable at school.

What is Bullying?

“Bullying is a **repeated** act of unkindness done by one or more individuals to another”.

- Calder High school - Anti Bullying Ambassadors

Types of Bullying:

- **Emotional** being unfriendly, excluding, tormenting
- **Physical** pushing, kicking, hitting or any use of violence
- **Racist** making references to the colour of skin, religion, racial taunts or abuse
- **Sexual** unwanted physical contact
- **Homophobic** abuse over sexuality
- **Verbal** name calling, sarcasm, spreading rumours, teasing
- **Cyber** Abuse or threats on all areas of internet (social networking Sites, email) mobile phones

Why do some people bully?

There are lots of reasons as to why people become bullies, some of the reasons are:

- Having family problems
- Being bullied themselves
- Feeling bad about themselves and want to make others feel bad too
- Feeling insecure and unimportant – bullying gives them power
- **Not** understanding the impact it is having on the victim

Bullies often focus on 'differences' for example, wearing glasses, being too good at exams, hair colour, appearance and they use this as an excuse for their unacceptable behaviour. It is not the 'difference' in the victim that's the problem, the bullies have the problem and it can often be:

- Anger
- Insecurities
- Being afraid
- Jealousy
- Unhappiness

Every member of our school community, staff and students have the right to be treated with respect. Bullying of any kind is unacceptable and will not be tolerated in our school. All bullying issues/concerns will be dealt with promptly and efficiently. Calder High School is better without bullying.

Reporting Bullying

We understand that reporting bullying issues can be difficult for students and so have implemented a range of different methods to report bullying issues/concerns:

- Report the bullying to any member of staff – Form Tutor, Year Achievement Leader (YAL), Assistant YAL, Miss Sutcliffe, Mrs Baxter, Mr Taylor.
- Report the bullying to a student Anti-Bullying Ambassador - they will then pass on details of bullying to a member of staff (Form Tutor/YAL/Miss Sutcliffe/Mrs Baxter/Mr Taylor).
- Report the bullying via FROG using the Calder Line – this can be accessed from home/school/elsewhere. You can choose who your concern goes to, it is totally confidential and secure. You can access this any time out of school hours or days.
- Post your concerns in the yellow box in the LRC – Mrs Baxter regularly empties this box and deals with all concerns.

Once incident/concerns have been reported using any of the methods above, staff will investigate and any bullying will be addressed quickly. Students should be aware that staff have a duty to refer certain information on to specially trained staff. This can also include sharing information with parents, outside agencies and in some cases the police ensuring that students get the best help, support and guidance.

If parents/carers are concerned about their child being bullied they can contact, Form Tutors/Year Achievement Leaders (YAL)/Assistant YAL to discuss concerns.

Sanctions

Action will usually follow these steps but some sanctions may occur simultaneously or start higher up the ladder of consequences depending on the nature of the incident.

- **Warning** – Staff will intervene and discuss with the student how their actions may be affecting other students. Students will be asked to stop.
- **Detention** – Students will receive a 45 minute detention with their YAL.
- **Parents/Carers** – contacted and a meeting arranged.
- **Internal Exclusion (A2E)** – Students will spend an agreed time in isolation where they will have chance to reflect on their behaviour. A2E focuses on restorative approach and students often take part in restorative meetings in attempt to restore/rebuild relationships.
- **Fixed term exclusion**
- **Referral to governing body**
- **Permanent exclusion**
- **Where possible we will use restorative approaches to alleviate the bullying issues**
- **Use of Third Party Agencies such as the Police, Barnardo's etc**

Students that have bullied other students or staff will always be encouraged to understand the impact of their behaviour, this is achieved through our Behaviour for Learning Policy (BFL), Restorative meetings, SEAL work etc.

Once the incident/concern has been investigated and dealt with each case is monitored to ensure repeated bullying does not take place.

In serious cases permanent exclusion will be considered.

Prevention

Calder High school accepts that Bullying is an issue in most schools and are prepared to work continuously to eradicate it in our school. We hope to do this by educating our students about how to stand up to bullying.

We will use KIDSCAPE type methods in PHSCE and use assemblies to raise awareness of Anti-Bullying in school. Other strategies will also include:

- Anti-Bullying Ambassadors to re-write 'bullying policy into 'student speak' – to feature in every classroom and around school.

- Anti-Bullying Ambassadors to work with staff in promoting Anti-Bullying in school
- Staff to ensure that all incidents and concerns are dealt with in a professional manner giving the student the confidence to speak out
- Students to feel confident about addressing bullying issues in school
- Restorative meetings to take place with victim and bully in attempt to understand impact of their behaviour
- Support for students with their Social, Emotional, Aspects of learning (SEAL)
- Out side agencies used to support our students

Bullying in the Workplace

The governors of Calder High School recognise that in the workplace bullying may occur and have adopted this policy in an attempt to a) prevent such occurrences and b) to ensure that if any member of staff considers they are being bullied a clear procedure is in place where by the complaint can be investigated.

The governors recognise that it is their duty to protect employees not only out of the respect for their staff but also within context of the common law and the following legislation:

- Sex Discrimination Act 1975
- Race Relations Act 1976
- Health and Safety at Work 1974
- Criminal Justice and Public Order Act 1994
- Disability Discrimination Act 1995 & 2005

The Governors wish to provide a working environment which:

- Recognises individual worth
- Generates good working relationships
- Maximises staff skills and abilities
- Sets a good example to students

It follows that the governors will not permit or condone any behaviour by staff which amounts to bullying by which is meant the persistently and normally deliberate misuse of power, status, position to intimidate, harass or undermine a colleague.

The following are given as examples:

- Destructive innuendo or sarcasm
- Intimidating use of discipline/competence procedures
- Shouting at a colleague in public or private

- Making verbal or non-verbal threats against a colleague
- Freezing out, ignoring or excluding
- Persistent unjustified criticism

Where any member of staff has cause to complain of bullying the governors advise that they should follow procedure laid down by their professional association or trade union. If the staff member does not have a professional association/trade union they should write confidentially to the Head teacher. If the complaint is against the Head teacher the member of staff should write confidentially to the chair of governors.

Ratified by Governors 04.12.13