



# Hyde Community College

## Anti-Bullying Policy

<b>Approved by Governors:</b>	<b>31/01/2018</b>
<b>Date to be reviewed:</b>	<b>Jan 2019</b>

## ANTI-BULLYING POLICY

### Objectives of this Policy

This Policy outlines what Hyde Community College (HCC) will do to prevent and tackle bullying. This Policy has been drawn up through the involvement of the whole school community:

- To support the victims of bullying
- Work with those identified to change their bullying behaviours.

### Our school community:

- Discusses monitors and reviews our anti-bullying policy on a regular basis.
- Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate<sup>1</sup>.

### Definition of bullying

Bullying is: *“Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally”*.

Bullying can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, inappropriate text messaging and electronic messaging (including through web-sites and social media platforms), sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours. Bullying can happen to anyone.

Forms of bullying covered by this Policy including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyber bullying.

## **Preventing, identifying and responding to bullying**

### **We will:**

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support.
- Assemblies on e-safety.
- Train all staff to identify bullying and follow school policy and procedures on bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Refer all students identified as victims of bullying for support from the learning mentor.
- Keep a log of all incidents of bullying and interventions.

## **Involvement of pupils / students**

### **We will:**

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools.
- Publicise the details of helplines and websites.
- Offer support to students who have been bullied.
- Work with students who have been bullying in order to address the problems they have.
- Utilise school staff and outside agencies using restorative justice practices.

## **Liaison with parents and carers**

### **We will:**

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.
- Inform parents/carers if their child has been the victim or is a perpetrator bullying.
- Inform parents/carers of all actions.

## Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Complaints policy
- Behaviour Policy
- Accessibility Policy

## Monitoring & review, policy into practice

We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review. The school uses the guidance by the DCSF\* and the Anti-Bullying Alliance\*\* to inform its actions to prevent and tackle bullying.

## Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- All Governors and staff to be aware of this policy and implement it accordingly.
- Senior Leadership to communicate the policy to the school community.
- Pupils to be aware of and abide by the policy.

\* DCSF Guidance "Safe to Learn: Embedding anti-bullying work in schools"

<http://www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/safetolearn/>

\*\*Anti Bullying Alliance guidance

[http://www.anti-bullyingalliance.org.uk/Page.asp?originx\\_4237co\\_4721421398769u17h\\_2007627412x](http://www.anti-bullyingalliance.org.uk/Page.asp?originx_4237co_4721421398769u17h_2007627412x)