

DARLAND HIGH SCHOOL ANTI-BULLYING POLICY

January 2022

Darland High School will not tolerate bullying at any level. We believe that everyone has a right to enjoy school life in a safe and friendly environment. It is everyone's responsibility to watch for early signs of distress, deterioration of work, isolation, the desire to be with adults and erratic attendance. This behaviour maybe an indication of other problems but it may be the early signs of bullying.

We encourage respect for others and their property and we work to ensure that everyone is valued equally and treated with respect, regardless of attitude, gender, ethnic origin, sexual orientation, disability or social status. We encourage an open culture where everyone within the school community has responsibility for reporting incidents of bullying. We promise that every reported incident will be taken seriously and appropriate action taken with those involved. (See procedures outlined below).

BULLYING OF ANY KIND IS UNACCEPTABLE WHETHER IT IS BETWEEN STUDENTS AND STUDENTS, STAFF AND STUDENTS, OR STAFF AND STAFF.

Pupils' statement:

"Bullying can happen anywhere and to anyone. There are many forms of bullying including physical, sexual, racial, verbal and emotional or cyber. None of them is acceptable. Bullying can cause long term effects such as depression, stress, eating disorders or worse. Bullying will not be tolerated at Darland.

Any pupil who witnesses someone being bullied must say something. Doing nothing to stop bullying is almost as bad as bullying. **DON'T STAND BY, STAND UP!**"

BULLYING; IF YOU LAUGH AT IT, YOU ARE PART OF IT!

Our definition of bullying:

Bullying is the use of aggression with the intention of hurting another person.

Bullying results in pain and distress to the victim:

Bullying can be:

- Verbal – name calling, sarcasm, spreading rumours, teasing, blackmail
- Physical – kicking, punching, hitting, pushing, pulling, or any other threat or violence e.g. extortion (taking money from other people)
- Manipulation – Manipulates social networks with the intention of excluding or isolating individuals from their friends or normal relationships. Spreading rumours or malicious accusations
- Emotional – being unfriendly, excluding, tormenting, teasing people on their size, looks or ability
- Racist – racial taunts, graffiti, gestures, making fun of people nationality
- Sexual – unwelcome physical contact or sexually abusive comments.
- Homophobic – because of, or focusing on, the issue of sexuality
- Elitism – making comments about wealth, clothing, abilities and disabilities
- Cyber bullying – using mobile phones, computers, internet and other modern technology to send upsetting messages, pictures
- Gender related. Making people feel inadequate due to their gender, or if they are transgender.

Bullying is not:

- When friends have an argument or fall out
- One off incident such as a fight
- An accident – an act of hurt which is caused unintentionally

Bullies are people who hurt people. For example by:

Physically hurting, making racist remarks, making homophobic remarks, making fun of people who are different, forcing people to hand over money or possessions, getting a group to pick on someone, making unpleasant text messages, emails, phone calls, making malicious use/abusing of internet sites e.g. Facebook, Twitter, Snapchat, What's App.

DARLAND HIGH SCHOOL WILL NOT TOLERATE BULLYING OF ANY SORT INCLUDING RACIAL OR HOMOPHOBIC BULLYING OR ANY BULLYING OF PEOPLE WITH DIFFERENCES.

How does Darland tackle bullying?

- ✓ The SHARP (School Help Advice Reporting Page) System. The Sharp system allows pupils and parents to report instances of bullying (anonymously if needed). Our Sharp log is checked every evening during term time.
- ✓ Curriculum Time – bullying and its effects are exemplified and reinforced through many areas of the curriculum: PSE, Tutor groups, Drama, History, Religious Education, Assemblies
- ✓ E-Safety is in the form of the Acceptable use Policy that all students and staff sign. Pupils are educated about E-Safety in ICT lessons as a considerable part of the ICT Scheme of Work is dedicated to e-safety. This is also supported by workshops in PSE and assemblies.
- ✓ Peer supporter scheme – the school operates a scheme that is based on all pupils helping and supporting each other. Trained peer mentors act as support for younger pupils and are specially trained to act as bullying buddies who are trained to support and report incidents of bullying. Some of these buddies help younger pupils.
- ✓ CCTV. A high proportion of the grounds outside the school buildings are monitored by CCTV cameras. In the event of an incident, CCTV may be used to identify perpetrators.
- ✓ School Council – the pupil school council is consulted on a regular basis regarding bullying matters. The School Council seeks the views of the student body and has contributed to our policy.
- ✓ Use of pupil survey data – the whole school is consulted on a regular basis to gain an overview of how happy our pupils are in school.
- ✓ Appropriate use of sanctions – our school has many forms of sanctions that can be given to punish bullies such as lunch/ after school detentions, behaviour points, internal exclusions, external exclusions, excluded from school trips or special reward activities.
- ✓ The Hive – led by a member of the pastoral team who provide support for small groups of pupils or individuals.
- ✓ Learning Coaches. The school has a LC trained in counselling. They are available to talk to vulnerable and worried children. Appointments are sourced through the pastoral team.
- ✓ Advice from other agencies – contact has been established with various external agencies that offer help and guidance e.g. NSPCC, Childline. These can be used to gain advice and support. We will always continue to seek further contact with outside agencies.
- ✓ Mediation – A central strategy for resolving conflict between pupils is a supervised mediation meeting. This takes place with our school's Police Liaison Officer and sometimes staff from our pastoral team who are used in the role of neutral mediator. Restorative Justice may also be used our Police Liaison Officer.

Involving Parents

The school engages in regular communication and consultation with parents regarding bullying issues through:

- Leaflets and newsletters home
- Anti-bullying week once a year.
- The school's prospectus
- The school's website
- Pastoral consultation with parents
- Parent forum
- Parents Evenings

Log of Bullying Incidents

All reported incidents of bullying will be recorded in a bullying log. (See appendix 1)

Information kept in this register includes:

- Names of those involved, including the victim, bully and any witnesses
- Dates of incidents
- Brief details of incident
- Details of incidents are kept in the pupil's files of those involved
- Action taken
- Monitoring of the situation

Monitoring by governing body

The governors' Student and Staff Wellbeing Working Party meets four times a year and scrutinises monitoring reports from the Assistant Headteacher (pastoral). These reports examine the bullying log and the success of anti-bullying interventions

Procedures for dealing with bullying incidents in school. (The extent to which these actions are completed will depend on the severity of the case)

- Incident of bullying is reported to a member of staff
 - A member of staff will investigate by interviewing the victim taking a statement
 - The alleged bully and witnesses to the incident(s) will be interviewed and will give a statement
 - A mediation session where the bully and victim meet to discuss issues leading to conflict resolution may be arranged
 - Sanctions on the bully are set, e.g. detention, withdrawal of privileges, internal exclusion
 - Letter or phone call to parents outlining the action taken/ outcome
 - Support programme (if necessary) is arranged for the victim e.g. coping strategies, counselling.
- Details of the incident are recorded in pupil's files and in bullying log book.

STUDENT SECTION

What you can do if you are being bullied:

- Tell someone straight away
- Look the bully in the eye and tell him/her to stop
- Ignore the bully – walk away calmly and confidently
- Don't let the bully see you are upset
- Avoid handing over any possessions or money
- Check your body language: head up, shoulders back, walk tall, smile
- Don't make counter threats
- Don't bring siblings or others into your problem, especially if they are older than you, it will only make matters worse
- Practise answers/responses in your head
- Keep a log of all incidents with names, times, witnesses
- Avoid walking around on your own – go round in a group
- Change your patterns and behaviour – choose different routes or places to sit
- Join a lunchtime club or extra-curricular activity.

PARENT/CARER SECTION

What you can do:

- Look out for signs that your child may be being bullied – being withdrawn, unusually quiet, not being themselves, not wanting to come to school
- Speak to your child and listen to what they say – these signs maybe indications of something else
- Contact the school and ask to see your child's head of year and report it – explain your fears and ask them to conduct an investigation. Inform the police in cases where the bullying extends out of school. If you visit the school because you are worried about bullying, we will always make sure that someone is available to talk to you about your concerns.
- Talk to your child about what to do: keep a record of incidents, texts, emails
- Have realistic expectations of what the school can accomplish within the school setting
- Monitor your child's use of the computer (especially social networking sites) and phone
- Access advice from internet sites such as www.parentlineplus.org.uk
- Make an appointment to discuss the findings and what action is being taken

STAFF SECTION

What to do if a child reports a bullying incident or you witness one:

- **Recognise** - Look out for signs of bullying
- **Respond** - Listen effectively, follow up and ensure the victim is safe, seek advice/ background knowledge from the progress coordinator
- **Report** – report it to a progress coordinator
- **Record** - record the incident, talk to the victim and bullies separately
- **Follow up** - Set them short term targets, encourage both sides to empathise and to resolve the conflict. Set a review date.

In the event of a repeat incident, refer to Head of Year immediately

Pass all racist incidents to the Assistant Headteacher with witness statements

Refer all concerns about safeguarding/child protection to the Assistant Headteacher.

Any incidents between staff will be dealt with in accordance with the Wrexham Children and young People Service Learning and Achievement Department School Model Grievance Procedure for Staff Employed in Schools, Version 2.

Appendix

Appendix 1: Anti-bullying log

Appendix 2: How to beat the bullies

Appendix 1: Bullying Log

Name of Pupil (Victim)	Names of pupil(s) (Bully)	Witnesses/ Reported by	Date of Incident	Action Taken	Monitoring

Appendix 2: How to beat the bullies.

If you think you are being bullied:

If someone upsets you try to ignore it – they might stop if they don't get a reaction.

Don't let them get away with intimidating you – show them you are not afraid by telling them to stop or you will tell on them

Ask your friends and class mates to stick up for you. If you stick together bullies lose their power.

Keep a record of what has happened and ask your friends to be witnesses.

Tell a teacher – it will not get any better if you keep it to yourself.

Tell a parent/ carer – they may be able to help sort it out.

You must speak out – bullies rely on silence. They may threaten to make things worse if you tell but think about it – secrecy can only protect THEM, not you. By telling you may be helping others too!

Remember you have a right to be happy and safe.

Call Childline free on 08001111 or Kidscape on 0207 730 3300 or visit their website at <http://www.kidscape.org.uk>