

HEALING
SCHOOL



A Science Academy

Healing School – A Science Academy

Anti-Bullying Policy

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POLICY STATEMENT

General Statement

Healing School – A Science Academy will not tolerate any form of bullying or intimidating behaviour.

Bullying is a wilful, conscious desire to physically or emotionally hurt another person or to put her or him under stress.

Purpose

To remove bullying in all its manifestations including all types of prejudiced based bullying from Healing School and to promote a positive multicultural society where every pupil is known, valued and accepted.

To eliminate all types of discrimination, harassment, victimisation and oppressive behaviour from Healing School

For a child to learn effectively she or he needs a secure, happy and friendly environment.

Thus, any form of bullying will not be tolerated at Healing School.

This policy is designed to ensure that all pupils, teachers and parents are aware of our commitment to a bullying-free school and will feel empowered to present any and all problems that they might have.

To enable all pupils to thrive in a socially cohesive community.

What does bullying look like, feel like, sound like?

Bullying is any behaviour by an individual or group that:

- Is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it.
- happens more than once – there will be a pattern of behaviour, not just a ‘one-off’ incident or falling out between friends
- Involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves.

It can be:

- Physical, e.g. kicking, hitting, taking and damaging belongings
- Verbal, e.g. name calling, taunting, threats, offensive/personal remarks
- Relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- Cyber, e.g. e-mails, picture/video clip bullying
- Indirect, e.g. graffiti, defacing of property, display of pornographic, class, disability, homophobic, racist or sexist material.

Identifying and reporting concern about bullying

All concerns about bullying will be taken seriously and investigated thoroughly.

Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absence or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. All school staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Pupils who are bullying others also need support to help them understand and change their behaviour.

Pupils who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All pupils will be encouraged to report bullying by:

- Talking to a member of staff of their choice
- Contacting Pupil Services / Healing Helpers / Year 8 mentors

A member of staff, who believes that he or she is being bullied or harassed, will be encouraged to report it to a colleague of their choice.

Parents will be encouraged to report concerns about bullying and to support the school in tackling it. Trying to resolve bullying directly with the bully or their families can lead to problems escalating.

Procedures within Healing School

Refer to Appendix 1

Monitoring and review

The Governing Body

The Governing Body, supported by the Principal, will review the policy annually.

Learning Directors and Learning Coordinators

The Learning Directors and Learning Co-ordinators will monitor anti-bullying records every term.

Subject teachers and tutors

Subject teachers and tutors will regularly monitor classroom materials and record any incidents of prejudice or intimidation to the Head of Faculty or Learning Co-ordinator.

Relationships with other School Policies

SEN Policy
Anti-Racism Policy
Teaching and Learning Policy
Community Cohesion

Equal Opportunities
SMSC
Child Protection / safeguarding Policy
CPD – Staff Training

APPENDIX 1

HOW WE AT HEALING SCHOOL – A SCIENCE ACADEMY INTEND TO MAINTAIN A BULLYING-FREE SCHOOL BY:

- Ensuring that all pupils are aware of their rights and responsibilities and know how to seek support if these rights are being violated. These rights and responsibilities are in the Home School Contract.
- Reminding all pupils of the school's anti-bullying policy in assemblies.
- Delivering the school's Personal Social and Health & Citizenship Education (PSHCE) Programme which includes the theme of Bullying and will explore the concepts of Rights and Responsibilities for all pupils in the first half term for all year groups.
- Ensuring the curriculum covers equality issues, tackles prejudice, promotes community cohesion and promotes diversity.
- Encouraging pupils to work well and develop good relationships with one another and to offer each other mutual support.
- Encouraging pupils to work in friendship, non-friendship and mixed gender groupings within the classroom and in extra-curricular activities as part of everyday practice the teachers at Healing School.
- Ensuring that pupils behave in a respectful and positive way towards one another.
- Teachers maintaining firm, fair and positive discipline in the classroom and sharing responsibility for ensuring good behaviour in all areas of the school. Teachers encourage pupils to behave similarly with one another.
- High expectations that pupils at all times and in all situations demonstrate excellent and respectful behaviour.
- Doing our best to ensure the safety and well-being of our pupils on their journeys to and from school.
- Reminding pupils regularly via 'Thought for the Week' and posters that Healing School is an Anti-bullying zone.
- Reminding pupils that they should speak out if they are being bullied. They should approach any member of staff and are specifically encouraged to speak to their form tutor or Pupil Services' managers.
- Deploying trained 'Pupil Mentors' in Year 8 and 'Healing Helpers' in KS4 to help and support to other pupils. They are available throughout the day and all pupils are also encouraged to speak to them if they have any issues.

- Inviting pupils to seek help for other pupils whose welfare causes them concern. In all cases a high degree of confidentiality will be kept.
- Encouraging parents to present any problems that they know or suspect their child might be having.
- Applying fair and consistent sanctions to those who offend against the rights of others at Healing School. Violent behaviour will never be tolerated from anyone and will be dealt with in line with our behaviour policy.
- Considering incidents of Racial or Sexual harassment especially serious since they not only violate the rights of individuals but also, potentially, those of groups of pupils within the school (see Anti-Racism policy).
- Providing questions about bullying and the effectiveness of the school procedures on the annual pupil and parent surveys, analysing their responses and contacting parents where this is requested.
- Ensuring the TIMS Year Group Pupil Interview questions are constantly reviewed and updated so pupils have adequate opportunities to comment on bullying or harassment and that any issues are rigorously followed up.
- Carefully monitoring to ensure we are achieving our objectives. All incidents of bullying are monitored at Healing School and recorded on our computer data system. Our monitoring system also ensures that appropriate action is taken in every incident. All incidents are calendared and followed up after four and eight weeks to ensure the bullying has stopped.
- Ensuring the most severe incidents of bullying are reported to the Key Stage Learning Director
- When bullying occurs outside school, any other relevant schools or agencies will be informed and advice/support obtained
- Ensuring the school's programme for continued professional development (CPD) is inclusive of all staff and includes equalities matters.
- Ensuring there is a good equal opportunities practice in the recruitment and promotion of staff.

Parents

Where a pupil is involved in bullying others outside school, i.e. in the street or through the use of internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example, restricting/monitoring their use of the internet or mobile phone.

Referral of the family to external support agencies will be made where appropriate (see Child Protection Policy)

Procedures/Implementation

No member of staff should ignore any form of potential bullying anywhere in the school. It should be explained why this behaviour is unacceptable.

Incidents of bullying (either actual or suspected) should be referred to Pupil Services who will investigate the matter thoroughly. The school will issue appropriate sanctions in accordance with the school's behaviour policy ranging from restorative practice and detentions to fixed-term exclusions in the most serious cases for example.

Offenders should be referred to Key Stage Learning Coordinator or Learning Director. The expectation is that sanctions will be applied and parents informed.

The curriculum must aim to:

- Promote a positive self-image
- Exploit opportunities to celebrate the richness of diversity and tolerance
- Exploit opportunities through assemblies to deal with issues surrounding bullying and in particular the support for victims
- Exploit opportunities through PHSCE, e.g. the use of visiting speakers, role-play exercises, and the use of media and film
- Exploit opportunities for pupils, through subjects to unite and share experiences, celebrate festivals and develop an attitude to celebrate our differences

Resources should:

- Reflect the fact that we are a multicultural society
- Present positive images of people from minority groups and avoid any videos that promote intimidation
- Present a balanced world perspective and an unbiased view of social and economic relations to the world
- Avoid any materials that glorify superiority and using this to intimidate others either in style or content.

These resources should be regularly reviewed by Learning Co-ordinators and Heads of Faculty.