

HEALING
SCHOOL



A Science Academy

Healing School – A Science Academy

Anti-Bullying Policy

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Consultations/Training	SLT, Learning Director, Learning Co-ordinators & Tutors, Pupils, Governors.

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.

Categories of bullying

- Physical bullying
Intimidating another person by using (and/or threatening to continue to use) violence over a period of time
- Verbal bullying
Verbal abuse and threats including name-calling, insults and personal jokes
Incitement of others to behave in an aggressive way towards somebody
- Cyber bullying
An aggressive, intentional act carried out by a group or individual, using mobile phones or the internet repeatedly over time, against a victim

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

CPD – Staff Training

APPENDIX 1

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

1. 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.
2. Reminding all pupils of the school's anti-bullying policy in assemblies.
3. 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.
4. Ensuring the curriculum covers equality issues, tackles prejudice, promotes community cohesion and promotes diversity.
4. Encouraging pupils to work well and develop good relationships with one another and to offer each other mutual support.
5. 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.
6. Ensuring that pupils behave in a respectful and positive way towards one another.
7. 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.
8. High expectations that pupils at all times and in all situations demonstrate excellent and respectful behaviour.
9. Doing our best to ensure the safety and well-being of our pupils on their journeys to and from school.
10. Reminding pupils regularly via 'Thought for the Week' and posters that Healing School is an Anti-bullying zone.
11. 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.
12. Deploying trained 'Pupil Mentors' in Year 8 and 'Healing Helpers' in Years 9 and 10 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.

13. Inviting pupils to seek help for other pupils whose welfare causes them concern. In all cases a high degree of confidentiality will be kept.
14. Encouraging parents to present any problems that they know or suspect their child might be having.
15. 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.
16. 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).
17. 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.
18. 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.
19. 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.
20. Ensuring the most severe incidents of bullying are reported to the Key Stage Learning Director
21. Ensuring the school's programme for continued professional development (CPD) is inclusive of all staff and includes equalities matters.
22. Ensuring there is a good equal opportunities practice in the recruitment and promotion of staff.

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.

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

All offenders will be reported to the Guidance Meeting.

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 and ~~the Senior Learning Resources Officer.~~