



Anti-Bullying Policy

Approved by:	FGB	Date:
Last reviewed on:	March 2020	
Next review due by:	March 2022	

Rationale

Egerton High School places great emphasis on its core values: honesty, pride, respect, aspiration and resilience. As a result, it is of central importance that we provide a physically and emotionally secure environment in order to meet the needs of all students and ensure that they leave us inspired, fulfilled and confident. At Egerton High School, we recognise that academic success is intrinsically linked to physical and emotional development along with a sense of wellbeing and high self-esteem. We believe that all students have the right to be educated and all staff have the right to work in an environment which is supportive and fosters wellbeing. This policy applies to every individual within the school community irrespective of race, religion, gender, sexual orientation or ability.

This policy reflects, supports, enhances and operates in conjunction with the School's Behaviour Principles Statement, Pupil Behaviour and Discipline policy, and Safeguarding and Child Protection policy; all documents are consistent with the DFE guidance *Behaviour and Discipline in Schools, January 2016*.

Aims

This policy aims to provide guidelines and procedures to be followed in the event of bullying / suspected bullying. It clearly recognises that bullying is a serious matter, and any incident will therefore be acted upon promptly and appropriately. However, it also recognises that what is perceived as bullying can involve a complex chain of events and interpretations of those events so that each particular case needs to be dealt with on an individual basis.

- To clarify for students and staff that bullying is always unacceptable.
- To create an ethos of good behaviour where students treat one another and the staff with respect because they know that this is the right way to behave.
- To encourage prevention due to values of respect for staff and other students, an understanding of the value of education, and a clear understanding of how our actions affect others and permeate the whole school environment – in the playground, corridors, classrooms, and beyond the school gates. This knowledge along with our Core Values are referred to in lessons and are always reinforced by staff and students setting an excellent example to others.
- To make it easy for students to report bullying so that they are assured that they will be listened to and incidents acted on.
- To create a safe environment where students can openly discuss the cause of their bullying, without fear of further bullying or discrimination.
- To ensure that parents/carers feel confident that the school will take any complaint about bullying seriously and resolve the issue in a way that protects the child, and they reinforce the value of good behaviour at home.
- To clarify the steps that will be taken in the event of a complaint

Definition

Bullying behaviour is often deliberately hurtful, repeated over a period of time and is difficult for victims to defend themselves against. It is the wilful, conscious desire to hurt, threaten or frighten someone else. Any behaviour which is intended to hurt others and is **SPECIFIC** and **REPEATED** is bullying.

Bullying may include: -

- Physical violence
- Threats
- Name-calling
- Malicious teasing
- Exclusion from social activities
- Extortion
- Damage to belongings
- Spreading rumours
- Humiliation
- Bullying related to race, religion and culture
- Bullying students with disabilities or special educational needs
- Sexist bullying and harassment.
- Bullying students because of their gender, sexuality or perceived sexuality
- Cyber bullying (the use of mobile phones and social media to bully students)

Investigation

The investigating teacher (the member of staff who has agreed to investigate it, this may not be the teacher who first received the complaint) will:

- Offer the victim immediate support and help by putting the procedures into operation to ensure they feel safe and it is investigated and the perpetrator(s) are dealt with swiftly.
- Inform the student and their parent/carer about the initial response
- Ensure all students involved are spoken to and that statements are gathered.

The investigating teacher should record their discussions with both parties and inform all staff. The incident and actions taken by staff **must be logged onto IRIS**. The parent/carer of the students involved should be contacted and informed of all reports, and the reports/statements logged and filed in respective student files. Restorative Justice, mediation and sanctions should be carried out as required.

The unacceptable nature of the behaviour, and the consequences of any repetition, will be made clear to the bully and to their family. It is also important to make it clear to the victim that revenge is not appropriate. Support will be maintained for both parties, even when sanctions have been applied.

Sanctions

Isolated incidents

These will be dealt with through the normal discipline system – Non-Compliance Policy (NCP) and restorative actions with the Care Team (formerly the Behaviour Team).

Repeated or extreme bullying incidents

If a situation persists or it is extremely serious, the involvement of the Leadership Team, Governors, parents/carers, will be required. In cases where a person has been physically assaulted, the Police may also be involved. In such cases, or where bullying is persistent, the instigator is liable to face the full range of sanctions which may include a fixed term exclusion.

Bullying outside the school's premises

The Headteacher/SLT has a specific statutory power to discipline students for poor behaviour outside of the school premises. **Section 89(5) of the Education and Inspections Act 2006** gives the Headteacher the power to regulate students' conduct when they are not on premises and are not under the lawful control or charge of a member of staff.

This can relate to any bullying incident occurring anywhere off the premises, such as on public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported, it will be investigated and acted on. The Headteacher/SLT will also consider whether it is appropriate to notify the police or PCSO's in the local authority of the actions taken against a student. If the misbehaviour is deemed as criminal, or poses a serious threat to a student or member of the public, the police will always be informed.

Whenever an incident involves a student or students from another school, staff will liaise with appropriate colleagues from the relevant school to ensure that sanctions and support are put in place for that student, in order to prevent further bullying incidents.

Prevention The school aims to prevent bullying behaviour through use of our CCTV system, Student Voice, Questionnaires, and Assemblies, the use of Anti-Bullying Ambassadors, participation in PSHE lessons with a variety of outside speakers, including the police and YOS workers. We also encourage Peer to Peer mentoring and an active Student Leadership team.