



**ANTI-BULLYING POLICY**  
**Inc LINC 19-25 Provision**  
**SIMON BAINBRIDGE / HELEN FEATHER**

**Ratified on: Nov 17**

**Review Date: Nov 19**  
**Revised for LINC June 18**

Inclusion Statement

*We aim to provide a stimulating learning environment, across the whole curriculum that maximises individual potential and ensures pupils/adult learners of all ability levels are well equipped to meet the challenges of education, work and life.*

Introduction

Our aim is to keep our school the sort of place where children/adult learners and adults feel secure and respected. Although we believe that incidents of bullying at Highfield academy are low, we have a duty to be vigilant and ensure that all children and adults come into an environment that is warm, welcoming and safe. This policy aims to raise whole school awareness of bullying and to affirm a commitment to work with parents and carers to ensure any bullying incidents are dealt with openly and fairly.

What is bullying?

**Bullying is physical or verbal aggression or intimidation, intended to cause distress.**

Bullying may take the form of :

1. Physical assault – being pushed, hit, tripped, hair pulled etc.
2. Threats / intimidation – being told to do something 'or else' rude gestures etc.
3. Extortion – taking a persons, sweets, money or personal property
4. Name calling – including racial or sexual harassment
5. Indirect bullying – spreading nasty stories, excluding someone from the social group, talking behind a persons back.
6. Cyber Bullying – using social networking sites, e-mail and text messaging

Bullying makes the victim feel unhappy, it makes it difficult to concentrate and complete their work to the best of their ability. Some avoid school to avoid being bullied. Bullying that goes unchallenged leads to more bullying and power to the bullies. Everyone pupil/adult learner or staff has a responsibility to deal with any bullying they see. Instances should not be left and bullies should either be confronted directly or a senior member of staff informed.

Parents / carers must be informed if their child/adult learner is observed either bullying or being the victim of bullying to give parents / carers confidence the matter is taken seriously by the school and is being addressed.

#### Home / school links

Parents may be the first to notice signs a pupil/adult learner is being bullied, if they become withdrawn and start avoiding school. Any approach made by a parent / carer must be taken seriously and investigated within school.

#### Looked After Children

Looked After Children (LAC) are particularly vulnerable to the effects of bullying. Many of our LAC have had significantly challenging backgrounds and will need any issues to be handled robustly, in good time and sensitively. If there are any reported incidents of bullying involving LAC this will need to be flagged to the Virtual School as well as the child's Social Worker in addition to the carers and parents (if appropriate).

#### A whole school approach to tackling bullying

**All** staff within Highfield School have a responsibility to ensure that incidents of bullying are kept to a minimum and are directly addressed.

- Raise awareness within PHSE and tutor group sessions. Relate to the school rules around the school.
- Providing an immediate response to any reported incidents. Gather information whilst it is fresh in the persons mind. Keep records of information gathered
- Keep parents / carers fully informed.
- Take all complaints seriously
- Make sure pupils/adult learners and staff know the allegations are taken seriously
- Take care to keep an open mind until proved otherwise.
- If incidents continue make sure SMLT and parents are informed and a meeting may be needed in school to discuss the implications.
- Remain calm and ensure the bullying behaviour is appropriately dealt with and the bully monitored.

This policy should be seen alongside the Positive Behaviour Policy and Equality Policies.