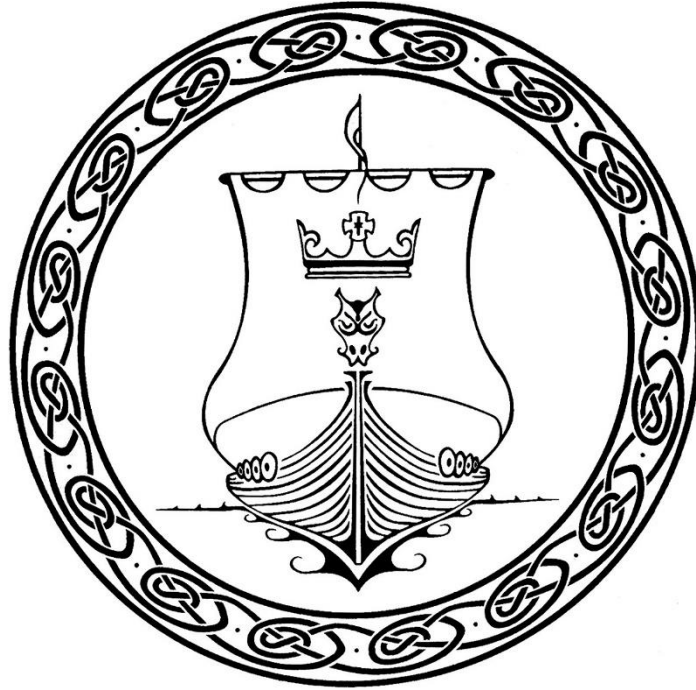




## Queen Elizabeth II High School

### Anti Bullying Guidance



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## Aims of this Guidance

- To prevent, de-escalate and/or stop any continuation of harmful behaviour.
- To react to bullying incidents in a reasonable, consistent and proportionate way.
- To safeguard the pupil who has experienced bullying and to trigger sources of support.
- To apply disciplinary sanctions to the pupil causing the bullying and ensure they learn from the experience, possibly with multi-agency support.

## Who the anti-bullying policy applies to

This policy applies to all members of the school community. Members of the school community are:

- Students
- Teachers (both permanent and supply teachers)
- Pastoral Support Workers
- Education Support Workers
- Youth Workers
- The School Nurse
- Office Staff
- Lunchtime Supervisors
- Canteen Staff
- Caretakers and Site Staff
- Technicians
- Parents/Carers
- School Governors

## What is bullying?

There are many different definitions of bullying in use, however most agree that the key factors that make behaviour bullying are:

- Repetition of behaviour, systematically undermining a person over a period of time; and
- An imbalance of power between the person on the receiving end of the bullying and the person or persons doing the bullying.

Bullying is when one or more people physically, emotionally or psychologically hurt or cause harm to a person who is in a weaker position than him/her/them, and so is less able to defend himself/herself. Bullying usually happens over a period of time, and consists of a series of different incidents.

## Different types of bullying include:

**Physical** – hitting, kicking, spitting, tripping someone up, stealing/damaging someone's belongings, etc.

**Verbal** – name-calling, insulting a person's family, threats of physical violence, spreading rumours, constantly putting a person down.

**Emotional/psychological** – excluding someone from a group, humiliation.

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**Racist** – insulting language/gestures based on a person’s actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence.

**Homophobic** – insulting language/gestures based on a person’s actual or perceived sexuality, name-calling, graffiti, homophobic violence.

**Cyber** – bullying by text message, bullying on the internet in any form, (in chat rooms, on social networks and through instant messaging services), hate websites.

## How we handle bullying at Queen Elizabeth II High School

- When bullying is reported, it will be taken seriously.
- Staff will work with the young person who is being bullied to help them feel safe and find responses to bullying that work.
- Staff will work with the young person or people who are bullying to change the bullying behaviour.
- Wherever appropriate, staff will work with the parents/carers of any student who is being bullied to support and encourage that student in finding solutions to the bullying.
- Wherever appropriate, staff will work with the parents/carers of any student who is bullying to educate around the impact their behaviour is having and support and encourage that student in finding alternatives to the bullying behaviour.
- Staff may involve staff from outside agencies (e.g. School Nurse, Neighbourhood Policing Team, CAMHS etc.) in supporting pupils who are experiencing bullying.
- Suspending pupils from school is a last resort. If particularly serious victimisation, abuse and intimidation, or physical bullying against any other person is reported, those pupils who carried out the bullying may be suspended from school while it is investigated and solutions are sought.

## Expectations of all students

As part of the school community, you have a responsibility to help combat bullying by supporting other students when they are vulnerable.

Don’t gang up against another student in a vulnerable position, try to help them feel less vulnerable. Don’t join in with making fun of them, even if you don’t feel able to challenge the bullying behaviour yourself. Queen Elizabeth II High School does not expect students to be bystanders and will actively discourage this behaviour.

If you know that another student is being bullied:

- 1) Let a member of staff know about the bullying. You can do this in lots of different ways:
  - Fill out a bullying report form and hand it in at reception or to a member of your Key Stage Team.
  - Complete an online bullying report form – available on the school website at: <https://qe2.sch.im/pages/index/view/id/100/Anti-Bullying>
  - Tell a School Prefect, who can advise you how to tell staff and support you in doing so, or tell them for you if you are unable to do so.
  - Find a quiet moment to speak to a member of staff. Members of staff are: teachers, support workers, Listening Service, the school nurse, office staff, site staff and lunchtime supervisors.



- 2) When you let staff know about bullying you can expect it to be taken seriously and that action will be taken to stop the bullying behaviour.
- 3) If you are ever worried for your own or another student's physical safety (including if you are afraid that a student may harm himself/herself), **tell a member of staff immediately** so that they can take action to keep the student safe.

## Students who are being bullied

If you are being bullied, you can expect that:

- 1) You will be listened to and taken seriously.
- 2) Action will be taken to help you to stop the bullying.
- 3) You will be given the opportunity to talk about the way that the bullying has made you feel and to find strategies to deal with these feelings and to understand and cope with bullying behaviour. This means:
  - Members of staff may be told about your situation so that they can help to support you.
  - You may be referred to the Listening Service at the school.
  - You will be given the chance to work with them to find strategies to deal with bullying and to talk about any feelings and worries that you may have.
  - If appropriate, you will be offered the chance to talk with staff from other agencies as well, e.g. School Nurse, Neighbourhood Policing Team etc.
  - Your form teacher will let your parent(s)/carer(s) know what is going on, and offer them the chance to support you.
- 4) If you are ever in fear for your physical safety, staff will take immediate action to keep you safe.

## Students who are bullying

Bullying behaviour has no place at Queen Elizabeth II High School. If you are involved in bullying, you can expect that:

- 1) Your bullying behaviour will be challenged.
- 2) You will be treated fairly.
- 3) You will be given the opportunity to change your behaviour and encouraged and supported in doing so. This means:
  - You will be expected to work with staff to look at the reasons that you have been bullying and to find and put into practice other ways of behaving.
  - You may be offered the chance to work with staff from other agencies who can help you to stop bullying.
  - Your form teacher will let your parent(s)/carer(s) know what is going on, and ask them to support you in changing your behaviour.
- 4) If you are unable to change your behaviour, further steps will be taken, which may include suspension from school.

## Staff

All staff are expected to:



- Promote an environment that is constructive and safe for all students through their own teaching practice and actions.
- Follow the procedures set out in the policy when they are dealing with bullying and complete the necessary paperwork to log the incident on SIMS.
- Work in co-operation with colleagues, students, parents/carers and staff from other organisations in the local community to combat bullying.
- Undertake appropriate training: E.g. Equality and Diversity Training.

## **Staff related bullying**

Please refer to the Fairness at Work Policy, Grievance and Disciplinary Procedures.

## **Parents/Carers**

All parents and carers can expect to be kept informed of the school's anti-bullying work throughout the school year via the website and newsletters. Staff will do their best to address any concerns that you may have about bullying; and you will be asked to co-operate with the school in supporting your child and promoting the message that bullying behaviour is not acceptable.

- 1) If your child is being bullied, you can expect that:
  - You and your child will be listened to and believed.
  - Staff will do their best to address any concerns you may have.
- 2) If your child is bullying another student, you can expect that:
  - You and your child will be listened to.
  - Your child will be treated fairly.
  - Your child will be expected to change the bullying behaviour and supported and encouraged in doing so by staff.