



**The
Haven
School**
Wolston

'A place to belong'

Pupil Anti-Bullying Policy

Control Sheet

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1. Statement of Intent

- a) This Policy aims to ensure that all pupils are protected from any type of bullying behaviour. Whilst no school can guarantee there will be no bullying of any kind whatsoever, the ongoing and long-term aim of the Policy is to reduce the number of pupils who experience bullying and to remove the root causes of it. Through increasing awareness of this type of behaviour, its causes and consequences for pupils, the staff, parents and carers who make up our community our intention is to be able to help any victim of bullying to be able to access and put into practice a series of solutions designed to resolve problem.
- b) The Policy is designed to ensure that individual cases of bullying will be dealt with consistently and in a constructive and fair manner when they occur. Procedures for dealing with bullying will be clearly set out so that all members of the community know what support they can expect from the Haven School Wolston, and what the School expects of them.

2. Definitions of Bullying

- a) Bullying is when one or more people intentionally and repeatedly physically, emotionally or psychologically hurt or cause harm to another person, and so that victim is less able to defend themselves. Bullying usually happens over a period of time and consists of a series of different incidents.
- b) There are many different types of bullying that can be experienced by children and adults alike, some are obvious to spot while others can be subtler. The different types of bullying defined below are some of the ways that bullying can occur. Different types of bullying, as defined by the [National Centre Against Bullying](#), include:

Physical bullying

This includes hitting, kicking, tripping, pinching and pushing or damaging property and may cause both short term and long-term harm.

Verbal bullying

Verbal bullying includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse. Despite often starting from small beginnings, this can often easily escalate to levels which cause significant harm and/or distress to the

victim.

Social bullying

This is sometimes referred to as covert bullying, is often harder to recognise and can be carried out without the victim being present or aware. It is designed to harm the victim's reputation and/or cause them humiliation. This type of bullying often includes:

- lying and spreading rumours
- negative facial or physical gestures, menacing or contemptuous looks
- playing nasty jokes to embarrass and humiliate
- mimicking unkindly
- encouraging others to socially exclude someone
- damaging someone's social reputation or social acceptance

Cyberbullying

- a) This can be overt or covert bullying behaviour using digital technologies, including hardware such as computers and smartphones, and software such as social media, instant messaging, texts, websites and other online platforms. This Policy takes account of the [advice](#) that the DfE has published to support schools.
- b) It can happen at any time. It can be in public or in private and sometimes only known to the target and the person perpetrator. This type of bullying can include:
 - Abusive or hurtful texts emails or posts, images or videos
 - Deliberately excluding others online
 - Hurtful gossip or rumours
 - Imitating others online or using their log-in

3. Drivers of Bullying

- a) The Equality Act 2010 sets out the nine protected characteristics. Bullying behaviour is often driven in response to one (or more) of these, which are listed below:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race
 - religion or belief
 - sex
 - sexual orientation
- b) Bullying is the abuse of power by one person over another. All of the types of behaviour listed above are unacceptable and will not be tolerated at the School. Any investigations into bullying incidents should establish the reason for the behaviour in order to tackle the root cause as well as to support the victim.
- c) Bullying is not an inevitable part of the life of the School but is a behaviour in which individuals make choices about how to act in order to harm others. The School will challenge such choices whenever they occur and appropriate

sanctions as detailed in the Expectations for Learning Policy, depending on the seriousness and nature of the case, will be taken against those who bully others. Pupils and staff are expected to act in respectful, caring and reflective ways towards each other.

- d) The causes of bullying can often be complex and those who bully may often cite their own experience of being bullied when trying to explain their behaviour. Whilst such experience will elicit sympathy and support from the staff dealing with bullying, it is not a justification for bullying others and will not exempt bullies from taking responsibility for their actions, including the application of the appropriate sanctions against them.

4. Procedure

- a) The School will use the sanctions included in the Expectations for Learning Policy to address incidents of bullying. In addition to this the following expectations and principles will also apply for handling incidents of bullying:
 - 1. When bullying is reported it will be taken seriously and the details and outcome clearly recorded.
 - 2. Staff will work with any pupil who is being bullied to help them to feel safe and seek to find appropriate responses to the bullying.
 - 3. Staff will work with both the victim and the perpetrator to seek to change the bullying behaviour.
 - 4. Wherever possible, staff will work with the parents/carers of any pupil who is being bullied to support and encourage them in finding solutions to the bullying and help them to manage any anxiety it may cause.
 - 5. Wherever possible, staff will work with the parents/carers of any pupil who is responsible for bullying to support and encourage them in finding alternatives to the bullying behaviour.
 - 6. As appropriate to each case, staff will seek to involve the relevant outside agencies in providing support to pupils who are both victims and perpetrators of bullying.
 - 7. Pupils who are responsible for the bullying will be dealt with in under the Expectations for Learning Policy; the appropriate strategies and sanctions will be applied in accordance with that policy as appropriate to the seriousness and nature of the individual case of bullying. The health, safety and wellbeing of the victim and the School community will always provide the initial starting point for this.

- b) The School will also:
 - 1. Educate and organise its community in order to minimise opportunities for bullying.
 - 2. Provide opportunities for pupils to discuss bullying and the acceptable ways to behave towards each other, for example in the PSHE programme.
 - 3. Deal quickly and fairly with any complaints parents/carers where necessary, under its Complaints Procedure.
 - 4. Annually review the implementation and impact of this Anti-Bullying Policy.

Check 2

Is it a repeat offender? (note: any pupil's name should NOT be disclosed in the report to the School Board) How is the incident being dealt with? If a repeat offender, is there a risk assessment in place?

Check 3

Are trends being reported? Are these broken down, for example racism, numbers of types of incidents?

Check 4

Are the sanctions applied appropriate to the bullying incident? Do these clearly link to the Expectations for Learning Policy?

Check 5

Are actions being followed up by staff? Are the actions being correctly recorded and reported?

Check 6

Take one incident and follow it through to check that it is:

- Included in termly bullying report and analysis report to the School Board.
- Clearly recorded – including the outcome.
- Compliant with both the Anti-Bullying Policy and Expectations for Learning Policy.

Check 7

Feedback as appropriate to School staff.