



Anti-Bullying Policy

This is a Melland High School Policy

**Ratified by Governing
Body:**

March 2023

Reviewed:

February 2023

Next Review Date:

February 2025



Anti-Bullying Policy

Introduction

At Melland High School we aim to provide a safe, caring and supportive environment for learning for all our students to allow them to improve their life chances and help them maximise their potential.

At Melland High School, all students are equal regardless of their religious beliefs, sexual orientation, race, gender, gender identity and ability.

We expect students to act safely and feel safe in school, including that where possible they understand the issues relating to bullying and that they feel confident to seek support from school should they feel unsafe.

We also want parents/carers to feel confident that their children are safe and cared for in school and incidents when they do arise are dealt with promptly and well.

The school is aware of its legal obligations and role within the local community supporting parents/carers and working with other agencies outside the school where appropriate.

What is Bullying?

Bullying is behaviour by an individual or group repeated over time, that intentionally hurts another individual or group either physically or emotionally.

How does bullying differ from teasing/falling out between friends?

- There is a power imbalance that makes it hard for the victim to defend themselves.
- There is a deliberate intention to hurt or humiliate.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent, if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime and online bullying.

What does bullying look like?

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- inappropriate online activity
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders'.



Why are children and young people bullied?

Specific types of bullying include:

- hate crime related bullying of children with special educational needs or disabilities, homophobic bullying or related to race, religion or culture
- bullying related to appearance or health
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Where does bullying take place?

Bullying is not confined to the school premises. Advice for school leaders to help with this problem and its effects on children acknowledges that the problem also persists outside school, in the local community, on the journey to and from school and may continue into Further Education. Social media also provides ever increasing opportunities for bullies to reach their victims.

Bullying can take place between individuals or groups.

Reporting and responding to bullying

Our school has clear and well publicised systems to report bullying for the whole school community (including staff, parents/carers, children and young people). This includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders).

Guidance for students;

If you are being bullied or harassed:

- remember it is not your fault
- all bullying is wrong and you do not have to stay silent about it
- tell an adult or somebody you trust about what has happened straight away. Adults in school have a responsibility to give you help and support around bullying
- if you are scared to tell a teacher or adult on your own, ask a friend to support you

When you are talking to an adult about bullying be clear about:

- what has happened to you and when
- who was involved
- who saw what happened
- where did it happen

If you experience online bullying or harassment:

- be careful who you give your mobile phone number or social media profile to
- don't retaliate or reply
- block the number/contact
- save the evidence - do not delete anything
- make sure you tell a trusted adult
- contact your service provider or look at their website to see where to report incidents

Guidance for parents/carers

If your child has been bullied or harassed:



- calmly talk with your child about their experiences
- make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened
- reassure your child that they have done the right thing to tell you about the bullying
- explain to your child that should any further incidents occur they should report them to an adult in school immediately
- make an appointment to see your child's tutor or Head of key stage

If your child is displaying bullying behaviour towards others:

- talk with your child and explain that what they are doing is unacceptable and makes other children unhappy
- show your child how they can join in with other children appropriately
- make an appointment to see your child's tutor and explain the problems your child is experiencing as well as discussing how you can work together to re-direct their behaviour
- regularly check with your child how things are going at school
- give your child lots of praise and encouragement when they are co-operative or kind to other people.

If your child is experiencing any form of online bullying:

- monitor your child's online activities
- ensure your child is careful whom they give their mobile phone number and social media profile to
- check exactly when a threatening message was sent and keep evidence of offending e-mails, text messages or online conversations. Do not delete messages
- if the cyber bullying is serious and a potential criminal offence has been committed, you should consider contacting the police.

Procedures

All reported incidents will be taken seriously and investigated.

In the event of a bullying incident school will:

- Interview all parties to ascertain all sides of the situation
- Inform parents/carers of the situation
- Implement appropriate actions and support - solution focused, restorative justice, circle of friends, individual work with all involved
- If appropriate, external agencies may be used, for example police, school nurse or a targeted support service
- Liaise with the wider community if the bullying is taking place off the school premises where appropriate

Recording bullying and evaluating the policy

Bullying incidents will be recorded on SIMS and monitored by the appropriate staff members.

The information stored will be used to ensure incidents are resolved. It will also be used to identify trends and inform preventative work in school.

The policy will be reviewed, updated and ratified by the Local Governing Body on a two-year cycle.



**Meland
High School**

Bright Futures EDUCATIONAL TRUST

Useful organisations:

National Bullying Helpline

www.nationalbullyinghelpline.co.uk

www.kidscape.org.uk

Help for children

Educational Action Challenging Homophobia (EACH) – www.eachaction.org.uk

Educational Action Challenging Homophobia (EACH) is a charity and training agency helping people and organisations affected by homophobia. The website gives guidance, contact details and a freephone helpline.

School's Out – www.schools-out.org.uk

Childnet International – www.childnet-int.org

Childnet International - The UK's safer internet centre