



Anti-Bullying Policy for Students, Parents, Carers and Staff

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1.0 Introduction

Bullying must be taken seriously and is not acceptable in any form at Corfe Hills School. Students have the right to expect that they will spend the school day free from the fear of bullying, harassment and intimidation. Teachers, students, parents, carers and members of our school community have the responsibility to work together to address bullying.

Bullying is an anti-social behaviour and affects everyone. It is not just something that children and teenagers go through. Bullying devalues, isolates, frightens and affects an individual's ability to achieve. It is well researched that bullying causes long term damage to both the person on the receiving end, and those who bully. All types of bullying are unacceptable at our school and **will not** be tolerated. All students and staff will be vigilant in identifying vulnerable individuals and bullying incidents. All students should feel able to tell and when bullying behaviour is brought to our attention, prompt and effective action will be taken to work with victims, bullies and any others involved. Any disciplinary action considered appropriate must be fair, consistent and proportional.

Bullying and harassment is behaviour that makes someone feel intimidated or offended. Harassment is **unlawful** under the Equality Act 2010.

2.0 What is bullying?

"Bullying is the repetitive intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power." (Anti-bullying Alliance, 2018).

- Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure.
- Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment, humiliation, domination and intimidation of others.
- Bullying behaviour can be verbal, physical, social or psychological.

Corfe Hills School considers the following behaviours to be examples of bullying:

Physical:

- Hitting, kicking, punching, scratching.
- Pushing, shoving, spitting.
- Forcing others to hand over food, money or something that belongs to them.
- Sexual assault and unwanted 'touching'.
- Making someone do something they don't want to do.

Verbal:

- Name calling.
- Teasing, insults, put-downs, verbal abuse, sarcasm, insults.
- Threatening of any kind.
- Making fun of someone because of their appearance, physical characteristics or cultural background; sexualised comments or innuendo.
- Making fun of someone's actions.

Indirect (social and psychological):

- Excluding others from the activity or the group, ignoring, ostracizing or alienating others.
- Spreading untrue stories or slander about others.
- Making inappropriate gestures.
- Taking, hiding or damaging something which belongs to someone else.
- Sending inappropriate emails, SMS, instant messages or other public slander.
- The inappropriate use of websites, chat-sites or camera phones.
- Passing notes.

Although not an exhaustive list, common examples of bullying include:

- Racial bullying.
- Homophobic bullying.
- Bullying based on disability, ability, gender, appearance or circumstance.
- Cyber bullying.

3.0 Roles and Responsibilities

The School Behaviour Policy and the Corfe Hills Way details the standards of behaviour expected from all students in their relationships with all other members of the school community. This can be found in the student handbook. This will be reinforced by staff during tutor time, assemblies, and whole school cross curricular events in person or via the online recording process. Students will be encouraged to identify bullying – whether experienced directly or observed where directed at third parties – and to refer such behaviour to a member of staff, such as their tutor, Student Support Manager or Head of House so that appropriate action can be taken.

All the members of the school community have a shared responsibility to create a safe and happy environment, free from all forms of bullying.

Corfe Hills School aims to help students learn to better manage their approach to learning and successfully integrate back into regular schools or alternate settings. The emphasis is to provide students with a safe and caring environment in which they can access quality teaching and learning and be supported in making positive informed choices.

Any inappropriate behaviour that interferes with the teaching, learning and well-being of Corfe Hill School students is **unacceptable**.

Students can expect to:

- Know that their concerns will be responded to by staff.
- Be provided with appropriate support.
- Take part in learning experiences that address key understandings and skills relating to bullying and harassment, guided by the PSHE requirements, tutor periods and whole school initiatives.

4.0 Responsibilities of Members of the Corfe Hill School Community

All members of the Corfe Hills School community have a responsibility to promote positive relationships that respect and accept individual differences and diversity and actively work together to resolve incidents of bullying behaviour when they occur.

Students have a responsibility to:

- Behave appropriately, respecting individual differences and diversity.
- Reinforce the message that bullying is not accepted or tolerated.
- Refrain from bullying others.
- Assist someone who is being bullied.
- Inform Corfe Hills School staff if they are being bullied or if they see someone else being bullied. B at school and on the way to and from school.
- Follow Corfe Hills School's anti bullying policy.

Parents and carers have a responsibility to:

- Be aware of the school's anti bullying policy and assist their children in understanding bullying behaviour.
- Support their children in developing positive responses to incidents of bullying consistent with the Corfe Hills School anti bullying policy.
- To model appropriate behaviour, respecting individual differences and diversity.
- To reinforce the message that bullying is not accepted or tolerated.
- To instruct their children to tell the appropriate authorities if they are bullied.
- To watch for signs that their child may be bullied.
- To speak to a member of pastoral staff if their child is being bullied, or they suspect that this is happening.

Corfe Hills School has the responsibility to:

- Provide students with strategies to respond positively to incidents of bullying behaviour.
- Provide parents, carers and students with clear information on strategies that promote appropriate behaviour and consequences of inappropriate behaviour.
- Follow up complaints of bullying, harassment and intimidation.

Staff at Corfe Hills School have a responsibility to:

- Model appropriate behaviour.
- Respond in an appropriate and timely manner to incidents of bullying according to the Corfe Hills School anti bullying policy.

- Respect and support students in all aspects of their learning.
- To model appropriate behaviour, respecting individual differences and diversity.
- To reinforce the message that bullying is not accepted or tolerated.
- To treat seriously all reports or observed incidences of bullying.
- To report incidences of bullying via My Concern.
- To be observant of signs of distress or suspected incidents of bullying.
- To ensure that students are actively supervised at all times.

5.0 Monitoring, evaluation and review

The Deputy Headteacher and members of staff will ensure this policy is consistently implemented, with agreed strategies and adequate staff training to ensure the identification and resolution of instances of bullying.

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

6.0 How to report bullying

Students can talk to any member of staff to let them know if they are being bullied or if they are aware of someone being bullied. They can also talk to or email the members of the Pastoral Team.

Staff members are required to report any incidents of bullying or any disclosures via My Concern.

7.0 How prevent and respond to bullying outside of school

- It is not a child's fault if they are bullied. Children should never be told to just ignore it, or to change who they are. It is the children doing the bullying that need to change their behaviour and their attitude. This is particularly true if the bullying is targeted at a student's gender, sexuality, race, faith, impairment or special educational need.
- Avoid gender stereotypes when it comes to tackling bullying. Anyone can be capable of bullying behaviour, and it has a serious impact on both boys and girls.
- Children need to be supported to speak out if they or someone they know is being bullied. If a child tells you, they are being bullied take what they say seriously and ask them what they want to happen.
- Tell students that together you will make it stop and record all your actions.
- Make sure students are aware they can call a helpline, any time, like Childline Tel: 0800 1111. They can also use Kooth, the online counselling and emotional well-being platform for children and young people which is accessible through mobile, tablet and desktop.
- The only way to stop bullying is to acknowledge that it happens and create a talking culture at Corfe Hills School where any hurtful behaviour is quickly brought out in the open, discussed and dealt with.
- Bullying is rarely a one-on-one occurrence, so staff need to take the time to find out who else is involved and how other students can support the person on the receiving end while making it clear to the person or people doing the bullying that it is not acceptable.
- Challenge all forms of offensive or discriminatory language in school (eg. homophobic and transphobic comments, sexist and sexual language, racist and faith targeted comments, disablist words).
- Take time to talk to students about what it feels like to be at school, whether there are any bullying hot spots and if there is anything you could do differently to stop bullying.

This policy has been assessed for negative impact on equality and diversity.