

## A WHOLE SCHOOL POLICY ON ANTI-BULLYING

Bullying will not be tolerated at The Heathland School.

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is the school's priority.

The Anti-Bullying statement can be found in the School Diary and in each tutor room. Tutors will explain the statement so that pupils are aware of the school's expectations.

If a child feels that they are being bullied, they should tell someone: a teacher or adult, their tutor or Head of Year, their parents/guardian, a friend. They can also send a confidential email to [bully@heathland.hounslow.sch.uk](mailto:bully@heathland.hounslow.sch.uk) or place a note in the bully box located in the Medical room.

The Heathland School  
A Mathematics and Science College

# Anti Bullying

**NO-ONE HAS THE RIGHT TO BULLY**

Everyone at the Heathland School should be treated with **RESPECT**

<b>VERBAL</b>	• name calling, insults, jokes, teasing
<b>PHYSICAL</b>	• pushing, hitting, kicking, inappropriate touching
<b>SOCIAL</b>	• spreading rumours, peer pressure to conform
<b>CYBER</b>	• text messages, phone calls, pictures/video clips, social media sites
<b>NON VERBAL</b>	• staring, giving dirty looks, spitting
<b>PROVOCATIVE</b>	• racist, sexist, homophobic
<b>OTHER</b>	• extortion, blackmail, hiding personal property

**BULLYING WILL NOT BE TOLERATED**

- 2.1 Staff will be made aware of the school's Anti Bullying Policy on a regular basis at Staff Meetings and Year Team Meetings. There will be opportunities for staff to discuss the complex issues relating to this subject at Year Team Meetings
- 2.2 It is the responsibility of all staff, both in the classroom and around the school, to do all they can to counteract the effects of bullying. They should make pupils aware that they actively support the Policy and, through their dealings with pupils, should show that they will take action if they are witness to it or if it is brought to their attention. Staff, both teaching and support, should adopt a 'zero-tolerance' approach to bullying and should not ignore even minor name-calling or unkindness. The complex nature of bullying requires staff to use professionalism, sensitivity and judgement in the way they handle bullying. On occasions it may be sufficient to speak to a group, individual or class or simply to issue a warning, but on another occasion it may need to be referred to the Head of Year for further action
- 2.3 **Assemblies and Tutorials**  
The issues involved and the school's attitude to bullying are raised regularly in assemblies and tutorials. Heads of Department and Heads of Year are responsible for ensuring that our Statement on Bullying is displayed in every classroom
- 2.4 **The Curriculum**  
There may be opportunities for issues relating to bullying to be raised within subject areas such as English and Drama. Teachers should take advantage of such opportunities when they present the lessons  
  
The PSHE programme explicitly deals with issues relating to bullying and social relationships. Strategies are dealt with as part of tutorial discussion
- 2.5 **Supervision around the Building**  
Bullying often occurs during non-curricular time. Staff duties around the school are therefore of particular importance and staff should adopt a high profile in these areas. All staff, however, whether they are on duty or not, have a responsibility to be aware of and vigilant about possible incidents of bullying
- 2.6 Tutors and other pastoral staff have a particular responsibility to be alert for signs of distress in pupils or behaviour that may indicate that the pupil is unhappy
- 2.7 Heads of Year or Deputy Heads of Year will patrol outside areas

## **STRATEGIES WHEN DEALING WITH BULLYING INCIDENTS**

- 3.1 Most serious incidents of bullying will be referred to the Head of Year or Deputy Head [Pupil Support] by class teachers via the Head of Department or by the Tutor. The bullied pupil and bully/bullies will be asked to record the events on a Pupil Incident Form
- 3.2 Staff should fill in a Bullying Incident Form recording details of the incident. If it is a racist incident Heads of Year will complete a RB2 form.

- 3.3 The Head of Year / Deputy Head [Pupil Support] will investigate the incident and record details of discussions with both parties
- 3.4 The parents/guardians will be informed, or invited into school to discuss the issues, when appropriate
- 3.5 Reports of incidents will be placed in pupils' files
- 3.6 The victim will be supported and his/her progress monitored following the incident. The bully will be sanctioned, if appropriate, and will also be monitored to ensure that there is no repetition of such behaviour. The unacceptable nature of his/her behaviour and the consequences of any repetition will be explained and put in writing to the parents/guardians
- 3.7 Sanctions listed in the School Behaviour Policy may be used when dealing with bullying. These include detention, internal exclusion, fixed term exclusion, involvement of the police, or in extreme cases, permanent exclusion
- 3.8 Heads of Year will refer pupils who require support because of persistent bullying to the Inclusion Team
- 3.9 Bullying which occurs beyond the school gates such as on school or public transport, outside the local shops or in the local community will be investigated by the school and acted on. If the bullying poses a threat to a member of the school or public, the police may be notified.

## **REVIEW AND EVALUATION**

The Deputy Head [Pupil Support] is responsible for the monitoring of this Policy which will be evaluated at a Heads of Year Meeting. The Governors' Pupils' Committee will review the Policy at the last meeting of each academic year

Reviewed May 2015

Next review May 2016