![Clifton High School logo](co-educational nursery pre-school to sixth form)

Policy applies from EYFS to Sixth Form	Child Protection and Safeguarding – Anti Bullying
Date policy updated	23.10.2020
Date Policy to be reviewed	23.09.2021 or earlier to reflect any changes in legislation
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Clifton High School is committed to child protection and safeguarding children and young people and expects all staff, visitors and volunteers to share this commitment.

Related Policies
E-safety
Child Protection and Safeguarding
Misconduct and Discipline

Bullying is defined as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online. There are four key elements to this definition
- Hurtful
- Repetition
- Power imbalance
- Intentional

Bullying behaviour can be
- **Physical** – pushing, poking, kicking, hitting, biting, pinching etc.
- **Verbal** – name calling, sarcasm, spreading rumors, threats, teasing, belittling
- **Emotiona**l – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion
- **Sexual** – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- **Online/cyber** – posting on social media, sharing photos, sending nasty text messages, social exclusion
- **Indirect** – Can include the exploitation of individuals

Bullying can also be related to several specific features

- **Bullying related to race, religion or culture** – recent political and social issues appear to be a factor in bullying and harassment. There is research to support the suggestion that where black and minority ethnic (BME) children experience bullying, it is more likely to be severe bullying. Children and young people of different faiths and travellers' children can also experience bullying
- **Bullying related to Special Educational Needs and Disabilities (SEND)** – research shows that children and young people with SEND are more at risk than their peers. Clifton High School actively promotes equal opportunities for all disabled people and seeks to eliminate all related harassment
- **Bullying related to gender and gender identity** – research shows instances of children and young people being bullied because simply because they are a girl/boy and particularly where there is a large gender imbalance. This often takes the form of harassment of a sexual nature. The same applies to transgender pupils
- **Bullying related to sexual orientation** – evidence of homophobic bullying suggests that pupils who are gay or lesbian or (perceived to be) face a higher risk of victimisation than their peers. Homophobic bullying is perhaps the form of bullying least likely to be self-reported, since disclosure carries risk not associated with other forms of bullying. The pupil may not want to report bullying if it means 'coming out' to teachers and parents before they are ready to do so
- **Bullying because a child is fostered, adopted or a carer** – evidence suggests that pupils who are fostered, adopted or are carers face a higher risk of being bullied
- **Cyber-bullying** is a method of bullying rather than a type. It includes bullying via text message, instant-messenger services and social network sites, email and images or videos posted on the Internet or spread via mobile phones. Technology can be used to bully for any reasons including race, religion, sexuality and disability. For more information please refer to the E-safety Policy

Aim and Objectives

Clifton High School's response does not start at the point at which a pupil has been bullied. There is a strategic approach in school to prevent the situation occurring in the first place.

The aim of the anti-bullying section is to make it clear to the whole school community that bullying is always unacceptable and is taken very seriously. Anyone reporting, in good faith, an incident of bullying will be protected and not accused of 'whistle-blowing'.

Every pupil has the right to be safe and happy in school, and to be protected from feeling vulnerable. Staff and volunteers also have the right to work in an environment free from bullying and to feel able to raise the matter with, and seek support from the school.

To this end Clifton High School

- Is proactive in ensuring that all pupils are well informed via assemblies, circle time, PSHE, Art, Drama, Stories, English Literature, History and current affairs that bullying is unacceptable
- Actively supports National Anti-bullying week where assemblies and other pupil centred activities are predominant
- Makes pupils aware that bullying is seen as serious disciplinary offence and strong sanctions such as exclusion or suspension may be necessary in cases of severe and persistent bullying
- Encourages discussion and celebration of differences between people and stressing the importance of avoiding prejudice-based language
- Works to prevent incidents of bullying by maintaining a disciplined atmosphere and remaining alert to the importance of friendships and the development of social and emotional competencies
- Ensures pupils are clear about the roles they can take in preventing bullying
- Celebrates success to reinforce a positive school environment
- Ensures staff are trained and kept updated so that they can identify signs of bullying
- Ensures staff are vigilant as bullying can occur before and after school, at break times, lunchtimes and as pupil travel between lessons and as they travel to and from school. Particular locations around the school are more likely to promote bullying including toilets and corridors.

All staff and particularly those on duty are expected to monitor these areas frequently and carefully

- Investigates thoroughly all incidents of bullying and treats them with equal seriousness whether reported by a parent, a member of staff or a pupil
- Records all incidents of bullying and holds them centrally in the Head of School's office and on SIMS. They are regularly checked by the Assistant to the Deputy Head to see if any patterns emerge or can be identified
- Ensures all pupils who are concerned about, or have experienced incidents of bullying are encouraged to talk to a member of staff and are offered the opportunity to see the School Counsellor
- Ensures a bullying incident will be treated as a child protection and safeguarding concern when there is reasonable cause to believe that a pupil is suffering or likely to suffer significant harm. The bullying issue will then be reported to the Police or Children's Social Care following the guidelines set out in the Child Protection and Safeguarding Policy

Role of Staff and Volunteers
Everyone in the Clifton High School community takes all forms of bullying seriously, and will intervene to prevent incidents from taking place. Refer to Anti-bullying procedure.

Role of Clifton High School Senior Leadership and the Council of Governors
- To develop school policies that are in line with current regulations
- To promote a school climate where bullying and violence are not tolerated and cannot flourish
- To ensure a review of all school policies every year and, as a result, the policy and procedures are updated as necessary
- To provide curriculum opportunities to address bullying
- To ensure pupil support systems are in place to prevent and respond to bullying
- To address school site issues and promote safe play areas
- To have a filtering and monitoring system and policy in place to help detect signs of cyberbullying
- To be responsible for preventing and responding to bullying
- To be aware of the importance of modelling positive relationships
- To work in partnership with parents, other schools and with children's services and community partners to promote safe communities

Role of parents
- The school is highly proactive in communicating with parents. Parents are clear that the school does not tolerate bullying and will follow the anti-bullying policy
- Parents have a responsibility to support the School's policies and to actively encourage their child to be a positive member of the school
- Parents are encouraged to express and share any concerns about bullying and the school holds evenings where parents have an opportunity to discuss their concerns
- They are aware of procedures to use if they are concerned their child is being bullied or does not feel safe to learn, including the school's complaints procedure
- They have confidence that the school will take any complaint about bullying seriously and investigate/resolve as necessary, and that the school systems will deal with the bullying in a way that protects their child

Signs and Symptoms
A pupil may indicate that they are being bullied if he or she
- Is frightened of walking to or from school
- Does not want to go on the school/public bus
- Changes their usual routine
- Is unwilling to come to school (school phobic)
- Begins to truant

- Becomes withdrawn anxious, or lacking in confidence
- Becomes isolated from their peers during the school day
- Starts stammering
- Attempts or threatens suicide or runs away
- Feels ill in the morning
- Begins to do poorly in school work
- Has possessions which are damaged or "go missing"
- Starts stealing money
- Has monies continually "lost"
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous when a cyber-message is received

These signs and behaviours could indicate other problems and this list is not exhaustive, but bullying should be considered a possibility and should be investigated.

At Clifton High School since the bullying situation can be multi-layered and complex, a variety of approaches to solve the problem (including short-term strategies) may be adopted to help the pupils involved.

Pupil being bullied
Helping them to
- Be confident in the School's ability to deal with the bullying
- Take steps to help them feel safe again
- Rebuild confidence and resilience
- Utilise and build up stronger friendship bonds and wider support networks

Pupil acting as a bully
Helping them to
- Realise that their behaviour is having a harmful and hurtful effect on another, also the potential consequences of their behaviour to themselves
- Acknowledge that they themselves have a problem
- Overcome their problem by talking through situations which have led them to behave in this way with others
- Know that sanctions hold them to account for their behaviour and help them to face up to the harm they have caused
- Learn to behave in ways that do not cause harm in future because they have developed their emotional skills and knowledge
- Learn how they can take steps to repair the harm they have caused

Anti-bullying Procedure
Any member of the Clifton High School community who has witnessed or has been informed of an incident of bullying should alert the following

Class Teacher or Form Tutor
↓
Senior Managers
↓
Senior Leadership Team
↓
Head of School
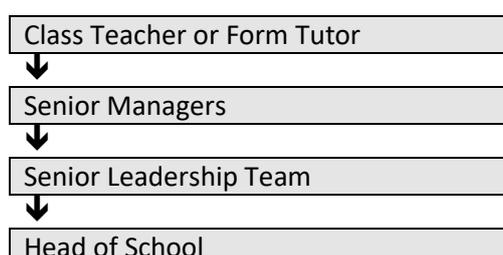
The class teacher or tutor will normally deal with incidents in the first instance. The relevant member of staff dealing with the incident will consult parents as necessary. Parents should always be informed of a bullying situation, which is causing on going concern to a pupil unless there is a good, valid reason for not doing so and if their child is the one accused of being the bully in this type of situation.

Steps in dealing with an incident
Listen very carefully to the pupil who feels bullied
Find out the facts and how the pupil is affected by what is happening
Record the facts including date, time of incidents and witnesses written account
Who to tell discuss with relevant parties as indicated above - decide who needs to know including parents of both parties

Allow the pupil to decide how they want to proceed in the matter
- The pupil being bullied may decide that talking to the class teacher, tutor or peer supporter and gaining a feeling of support is enough and no further action is taken or needed at that time
- The pupil being bullied may decide that they want staff to take the matter further. Sometimes staff will feel that it is in the pupil's best interests for the incident to be taken further. This will involve collecting information from a range of people so that the wider picture is understood. Different approaches may be used. It may be that the situation is best dealt with as a disciplinary issue with the bully being confronted and questioned. Please refer to the Misconduct and Discipline Policy
- An alternative approach is to call together a group of pupils, which include the bully/bullies and members of the peer group who have the respect of others. This group will discuss how the bullying behaviour causes distress, explore ways of improving the situation and making the pupil being bullied feel happier and ultimately be sure that the bullying behaviour stops
- In cases which involve physical harm or serious mental pain then the pupil will need protecting and the decisions about action passed to all relevant staff and parents
- Bullying is not necessarily a disciplinary issue. If a pupil who is found to be acting as a bully acknowledges the distress caused by their actions and accepts responsibility for setting the matter right, then no disciplinary action is needed. If this is not the case then the matter is dealt with using an appropriate sanction. Please refer to the Misconduct and Discipline Policy
- Whether a disciplinary line or a pastoral supportive line is appropriate, bullying is always serious and should be dealt with promptly. Strong sanctions, such as exclusion, may be necessary in cases of severe and persistent bullying. The Head of School should be kept aware although any intervention may not be appropriate at an early stage
- It may be helpful for the bullied person or bully to see the School Counsellor, to discuss any underlying problems or difficulties further
- When the problem has been resolved then staff should check after a suitable interval that it has not re-occurred.

Further points
- Clifton High School regularly evaluates and updates the bullying procedure to take account of advancements in technology
- Bullying is an issue, which attracts considerable focus. Helping pupils, parents and staff to develop a balanced view of a situation is crucial
- Action will be taken for any bullying incidents that occur outside of the Clifton High School day as appropriate.

Useful Websites and documents include
Education and Inspection Act 2006 Section 89
The Equality Act 2010
Anti-bullying Alliance (ABA)
Beatbullying
Kidscope
Preventing and Tackling Bullying (July 2017)
Cyberbullying: Advice for head teachers and school staff (2014)

Anti-bullying has been prepared with due regard to DCSF guidance "Safe to Learn: Embedding anti-bullying work in schools" (2007). This publication can be downloaded at
http://www.teachernet.gov.uk/publications

It has been reviewed in accordance with the statutory guidance set out in KCSIE (September 2019).