



ANTI-BULLYING POLICY (STUDENTS)

Written in consultation with
Student House & Diversity Council

Reviewing Member of Staff: Mr Ben Freeman

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Introduction

The school's Anti-Bullying Policy is discussed annually with the student members of the school's House and Diversity Council.

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. It can be displayed in different ways; it may involve a nasty one-off incident or occasional incidents, or it may also be a prolonged or sustained "attack" on one or more students by one or more other students

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying may take several forms (as outlined in the table below). Staff are expected to pick up any examples, however small, or even when the incident might seem light-hearted (it doesn't always feel that way to the victim).

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based • Academic ability • Social class • Body image • Family dynamics • Financial class	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (eg gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

The Policy

- Bullying and harassment in whatever form it may take is unacceptable and Prince Henry's High School undertakes to create a positive ethos to try and prevent it occurring.
- We recognise that bullying takes place in many walks of life and that all schools experience some bullying. It is our experience that bullying also exists outside of school hours and that often the root cause of bullying is to be found out of school, perhaps involving disputes between families. Because of this, it may not always be possible for the school to "solve" every situation to the satisfaction of everyone involved, but the school accepts that it has a responsibility to do its best to find a resolution, even when out of school factors are involved.
- Any form of child-on-child abuse may be deemed as a form of bullying.
- All allegations of bullying will be taken seriously by the school. However, just because bullying is alleged, it does not mean that it has taken place. Bullying issues are rarely simple and often involve counter-allegations.

Reporting Bullying and the School's Approach

- Bullying thrives in secrecy and it is important that someone in the school is informed as soon as possible so that it can be dealt with before it has a serious effect on the victim. Trying to deal with it "on your own" seldom solves all but the mildest cases.
- Students can tell their form tutor, any teacher, their Head of Year, the School Nurse, the Mental Health Support Team, or the school's Careers Adviser.
- Parents/carers are often the first to notice signs such as an unusual reluctance to come to school or go out in the evening or at weekends. Any information or concerns will be taken seriously and parents/carers should telephone and speak to the student's Head of Year.
- Where parents/carers are not aware of a bullying issue, they will be informed and involved.
- Our general approach is to discuss the matter with both parties, and, in consultation with the victim, bring them together and insist on the perpetrator seeing the other person's point of view. A range of appropriate approaches will be used: sometimes the no blame approach; sometimes negotiation between both parties; and where necessary, sanctions in line with the school's Student Conduct Policy may be applied.
- The aim is always to bring about a permanent solution to the problem whenever possible. This may mean helping the bully as well as the victim.
- We ask students and parents/carers to keep us informed of the good as well as any bad news once the problem has been resolved and we will check from time to time with students themselves.
- The issue of bullying is dealt with as a topic within the Personal, Social Health and Relationships Education (PSHRE) programme and in assemblies.
- Questionnaire: annually, a selection of students will complete an anonymous questionnaire which gives the school a picture of any issues regarding bullying. The questionnaire results will be discussed with the House and Diversity Council and used to inform further developments of the policy.