



SMITHDON HIGH SCHOOL
HUNSTANTON

Anti-bullying Policy

from November 2022

Person Responsible: Mr. M Johnson

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Work hard, be kind and smile

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1. Principle

Staff at Smithdon High School, supported by the governors of the school will:

- actively listen to students
- act appropriately on information received

2. Introduction

The staff and governors of Smithdon High School will not condone bullying or unkindness in any aspect of the life of the school. The overall purpose of the Anti-Bullying whole-school policy at Smithdon High School is to reduce incidences of unkindness and bullying, and to provide support for victims and those who demonstrate bullying behaviour.

The procedures developed from the Smithdon High School Anti-Bullying policy will be directed towards challenging bullying and unkindness and empowering students to intervene and support each other. In addition, staff and governors take the view that strategies to support victims and bullies will also be part of the response.

Not all aggressive behaviour constitutes bullying. Robust exchanges between students who are 'equals' may be in breach of the School's Behaviour Policy and incidents which fall into this category will be handled within the procedures of that policy.

3. Aims

- To enable students to learn in an environment where they feel safe and secure.
- To raise awareness by implementing the Anti-Bullying Policy through work in the classroom, by the pastoral and SEN teams, and through staff development.
- To promote an anti-bullying ethos by involving students, staff, parents, and governors.
- To reduce incidences of bullying and unkindness.
- To set up support procedures for victims and bullies, including student support.
- To enable students to identify sources of appropriate personal support.

4. Objectives

- To develop systems which enable bullying to be identified.
- To operate a system of recording incidents of bullying and unkindness.
- To reduce the likelihood of bullying by implementing consistent procedures via the Pastoral team.
- To ensure that all staff act as positive role models.
- To include topics on bullying in the curriculum.

5. Definitions

Unkindness is an act that that hurts someone emotionally or physically.

Bullying is the persistent or repeated intentional abuse of power by an individual or group over time, with the intent of causing distress to another individual or group. Bullying may occur frequently or infrequently.

These may include physical, emotional, verbal, or written abuse; cyberbullying; racial, religious, sexual, disability abuse; silent or psychological abuse.

Whatever the type of bullying, victims may feel hurt, threatened, or frightened.

6. Identification of Bullying

It is the responsibility of all members of staff and students to look for signs of bullying in students and act upon suspicions that it is taking place.

7. Procedures to Prevent Bullying

- Student awareness of bullying and how to respond to it will be included in assemblies and in the curriculum.
- Staff awareness will be raised by promoting the policy through discussions at Pastoral meetings.
- “Standing up to Bullying” will be promoted by staff listening to students, taking action and following up concerns.
- Parents will be informed of incidents of bullying involving their child. There will also be time for discussion at parents’ evenings, or by means of specific appointments.
- The PSHE curriculum will highlight issues around bullying.
- The Character and Culture Curriculum specifically covers the impact of bullying and the importance of kindness in and out of school.
- Restorative Justice techniques are employed where appropriate.
- Anti-Bullying Ambassadors work in every Tutor Group and run the Anti-Bullying Hub. Their role is to support students to report unkindness and bullying. Anti-Bullying Ambassadors are trained by the Assistant Head of Pastoral Care and the Diana Award.
- Students receive regular updates and education on unkindness and bullying during assemblies, tutor times and in lessons during Anti-Bullying Week and at regular intervals throughout the year.

8. Cyberbullying

The school will consider any report of cyberbullying and will respond appropriately. This may involve informing parents that it is taking place so that they can prevent victims and bullies from accessing the technology to either receive or carry out the bullying.

The school has the right to intervene in and employ sanctions for cyberbullying that takes place outside of school but between students at the school. Resulting sanctions would be considered in line with the behaviour policy.

If the bullying is of a persistent nature, assistance may be sought from the Police. This may result in official warnings being given and the confiscation of hardware/devices. The school will support the police with this and will provide evidence of cyberbullying to other agencies, and/or parents and carers if appropriate.

9. Procedures for Dealing with Bullying Incidents

Bullying and unkindness can be reported in the following ways:

- To any member of staff.
- To any Anti-Bullying Ambassador. These are identified by their badges or can be found at lunch times in A8 in the Anti Bullying Hub.
- Via the website. The Student Life drop down and then click on "I want to talk".
- By sending an email to bullying@smithdonhigh.org.uk

All incidents will be passed to and investigated by the Pastoral Team. Unkindness will be sanctioned as appropriate and recorded on the Unkindness Log. If the evidence points to bullying, then the Senior Teacher or Assistant Head for Pastoral Care will decide on the appropriate course of action. All incidents of bullying will be recorded on the Bullying Log. All members of staff involved in any incident need to ensure that there is continued monitoring of the victim and perpetrator.

Parents and carers must be involved as soon as possible. This may depend on the extent and nature of the bullying, but it may be particularly important for the victim's guardians to know what strategies the school is taking to deal with the issue.

10. Roles and Responsibilities

Assistant Head for Pastoral Care will monitor incidents of bullying and unkindness and ensure that students are supported by the correct application of the Anti-Bullying Policy and the processes described in it. The Assistant Head for Pastoral Care leads the Anti-Bullying Ambassadors.

Senior Teachers will ensure that Pastoral Managers are investigating incidents that are reported thoroughly and will discuss what appropriate outcomes and sanctions should be following their investigation.

Pastoral Manager will fully investigate any reports of unkindness and bullying and then confer with the Assistant Head for Pastoral Care or a Senior Teacher to decide on appropriate outcomes and sanctions.

All staff should be vigilant and will report any incidents of unkindness and bullying they witness or hear of to the Pastoral Team and log it on CPOMs.

11. Related Policies

- Behaviour policy
- Equality and Diversity