

Whole School Anti-Bullying Policy	10 a
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Responsible for Initiating Review of Policy	Assistant Head Pastoral & Boarding
Committee to Review	SLT
Last Review Date	August 2022
Review Period	Two Years
Approved by (Committee and Date)	SLT September 2022
Effective Date of Policy	September 2022
Next Review Date	August 2024
Related Policies	Safeguarding Policy Behaviour Policy –whole school statement Behaviour - Pupil Discipline and Exclusion ICT Acceptable Use Policy

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Whole School Anti-Bullying Policy

10 a

ANTI-BULLYING STATEMENT

Burgess Hill Girls works to promote an ethos where students are reflective, resilient and responsible. This policy will draw upon these core values to illustrate how bullying can be prevented and resolved. The School recognises that students will learn best in a safe and calm community that is free from disruption and in which education is the primary focus. Staff, students and parents have a responsibility to report bullying as soon as possible. They also have a responsibility to implement the preventative strategies outlined in the policy.

Burgess Hill Girls is aware of the statutory responsibility to discipline students for poor behaviour outside the school premises. This may relate to bullying incidents both in and outside of school.

This policy should be used alongside the school's Safeguarding Children Policy as child-on-child abuse must be considered as a potential source of significant harm.

Aims

- To work towards the elimination of bullying at Burgess Hill Girls
- To enhance the Behaviour Policy which confirms the school expectations;
- To involve all members of the school community in countering bullying;
- To enable students, staff, parents and governors to understand what constitutes bullying and their specific responsibilities;
- To ensure that there are strategies to minimise the risk of peer on peer abuse and procedures;
- To enable parents to feel confident that bullying will be firmly dealt with by the school;
- To inform all members of the school community that bullying behaviour will not be tolerated.

WHAT IS BULLYING?

'Bullying is the wilful, conscious desire to hurt, threaten or frighten someone else. The behaviour is often repeated and habitual.'

Whole School Anti-Bullying Policy

10 a

There are different types of bullying:

- Psychological (being excluded from groups and rumours etc.)
- Cyber (abusive text messages, internet messages etc.)
- Verbal (threats, name calling, racism, homophobia etc.)
- Physical (punching, kicking, scratching, pushing, throwing objects at someone etc.)

Bullying invariably undermines self-confidence and initiative and can create a cycle of poor performance and further criticism, potentially causing depression, stress, mental or physical ill-health, with consequent absence from school or work.

Some forms of bullying may break the law and may be reported to the police by the school:

- Violence or assault;
- Theft;
- Repeated harassment or intimidation, e.g. name calling, threats and abusive phone calls, emails or text messages, sexual harassment and peer on peer abuse;
- Hate crimes – any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender.

Prevention

"A school's response to bullying should not start at the point at which a child has been bullied. The best schools develop a more sophisticated approach in which school staff proactively gather intelligence about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place.

(Department for Education - Preventing and tackling bullying, July 2017)

Whole School Anti-Bullying Policy

10 a

Preventing bullying behaviours can be possible through a range of proactive measures. At Burgess Hill Girls, we look for every opportunity to prevent bullying type behaviours from happening. Some of the actions the school takes to prevent bullying include:

- Concerns are logged on MyConcern
- The issue of bullying is included in the curriculum and classwork e.g. Drama, English, PSHE
- The Form Time and Assembly programmes reinforce British Values and the ethos of the school
- Anti-bullying week is dedicated to raising awareness of bullying and reminding staff and students of their responsibilities to report it
- Senior School Students are educated on their use of mobile phones around the school. This is partly to prevent cyber-bullying.
- Staff are vigilant and to watch and listen for any bullying type behaviours, no matter how small.
- Duty points have been carefully considered to ensure there are no 'dead spaces' where bullying can take place undisturbed.
- Seating plans in lessons are carefully considered using any relevant information about the relationships between specific pupils.
- The schools pastoral team considers new ways to prevent bullying through their whole school projects.
- External speakers raise awareness of issues such as racism and homophobia.
- Posters around the school emphasise the importance of diversity in the school community
- Working with the wider community such as the police/children's services where bullying is particularly serious or persistent to send a strong message that bullying is unacceptable within our school.

Burgess Hill Girls recognises that specific groups of students may be particularly vulnerable to bullying. These include children and young people with Special Educational Needs and Disabilities (SEND), young carers, Black and Minority Ethnic (BME), those who are, or thought to be lesbian, gay, bisexual, transgender, queer, questioning, intersexual, asexual or pansexual

Whole School Anti-Bullying Policy

10 a

(LGBTQ+). As such, prevention of bullying considers the specific patterns of discrimination these groups face. We try to support such groups and openly discuss diversity in safe forums in order to equip students with language required to articulate concerns. Burgess Hill Girls also has boarding houses, and recognises that student's might not be able to escape bullying in the same way if they are resident on site.

Tackling Bullying

Burgess Hill Girls has clear strategies for responding to bullying incidents. The consequences of bullying will reflect the seriousness of the incident. All sanctions will be applied fairly, consistently and reasonably – after careful consideration of possible contributing factors such as special educational needs, disabilities or other vulnerabilities of both the victim and perpetrator.

The school will support the victim upon finding out about bullying, but will also seek to work with the perpetrator of the bullying in order prevent further incidents in the future.

Reporting Bullying

Students can report bullying of themselves or someone else by speaking to any adult whom they feel comfortable talking to, this is not restricted to a teacher, it could be a member of the support team, the nurse, however this list is not exhaustive.

Parents/Carers can report bullying of their child or someone else's in the following ways:

- Contacting their child's Form Tutor by email, telephone, meeting)
- Importantly, parents/carers are reminded that they can speak to any member of staff in school regarding this.
- Staff will pass this on to the Pastoral Team.

Staff

If a staff member notices a student being bullied they must:

- Intervene if necessary, using their professional judgement

Whole School Anti-Bullying Policy

10 a

- Record the incident on MyConcern and report this to a DSL.

Investigation

The investigation in to the bullying incident(s) will be conducted by the most appropriate member of staff usually a DSL, and/ or may include external agencies such as the Police.

Any investigation in to alleged bullying will be discreet, sensitive, timely and thorough. The exact timeline of investigations will vary depending on the scenario but will usually include:

- The victims will be talked to along with other witnesses and statements will be taken
- The accused will be talked to, to get their version of events
- Other staff, students and parents will be involved, where needed
- Parents/carers will be kept fully aware
- A record will be placed in all the involved students' files
- All students will be made aware that such behaviour will not be tolerated

Outcomes

- The student who has been bullied will be offered support.
- Students who have displayed bullying behaviour will be issued sanctions in line with the school behaviour policy. They will also be given pastoral support.
- Parents of those bullied and those doing the bullying will be notified of the outcomes of the investigation.
- A 'Repair and Restore' meeting will be set up to take place as soon as possible. This is the process where both parties get an opportunity to achieve closure through mediation by staff and/or students.