



## Henley Bank High School Anti-Bullying Strategy

### Approval and review

This strategy is the responsibility of: **Headteacher**

This strategy was approved by the Local Governing Body on: **November 2019**

This Anti-Bullying Strategy applies to Henley Bank High School and all governors and staff of the school must abide by this strategy which has been adopted in accordance with and pursuant to the Student Welfare Policy of the Greenshaw Learning Trust.

It is the responsibility of the local governing body and Headteacher of the school to ensure that their school and its staff adhere to this strategy. In implementing this strategy, school staff must take account of any advice given to them by the CEO and/or Board of Trustees.

This strategy is subject to the GLT Student Welfare Policy and the Scheme of Delegation approved for the school. If there is any ambiguity or conflict then the GLT Student Welfare Policy and the Scheme of Delegation and any specific Scheme or alteration or restriction to the Scheme approved by the Board of Trustees takes precedence. If there is any question or doubt about the interpretation of this, the CEO should be consulted.

## **Henley Bank High School Anti-Bullying Strategy**

Bullying is defined as a campaign of action intended to intimidate, taunt or humiliate an individual or group; or a campaign that results in the individual being intimidated, taunted or humiliated.

- All members of the school community have the right to learn and work free from intimidation and fear.
- All bullying the school is made aware of will be investigated thoroughly and action taken.
- The action taken will be decided by the school in consultation with those affected and parents/carers of the affected including victims and, where appropriate, with the bully/bullies and parents/carers of the bully/bullies.
- Parents/carers of all those directly involved will be informed or consulted by the school
- The Anti-Bullying strategy is part of the work by the school to stop bullying and will be supported by work in *PSHE*.
- Any member of the staff of the school who suspects or witnesses bullying will inform a member of the safeguarding/early help team at the first opportunity. The member of staff should also complete a record of concern on the day of the incident.
- Any incident of bullying reported to a member of the staff will be referred by that member of staff to a member of the early help team at the first opportunity.
- If the incident involves a breach of the equalities policy (e.g. issues of a racist nature, homophobia or of a sexist nature) it should be brought to the attention of Assistant Headteacher.
- Any action taken by the school will be consistent with the school's behavior policy.

**Bullying can take place anywhere. Because bullying is complex and is often carried out subtly, it may take place in our classrooms.**

Bullying may include:

- Physical violence
- The threat of physical violence
- Damage to personal property
- Cyber bullying
- Verbal taunts or insults about the individual or that individual's family and home life
- Insulting comments about someone's race, religion, culture, gender, sexuality or beliefs
- Mocking the beliefs and values of an individual or religious or social group
- Taunting about physical characteristics
- Taunting about an individual's desire to learn or their abilities
- Deliberately passing on comments about an individual
- Deliberately making a situation between individuals or groups worse by comments, inaccurate comments and inaccurate accounts of events or actions
- Deliberately undermining the work and efforts of an individual or group

- Deliberate isolation of an individual or group
- Intimidation of an individual by comment, gesture or look

### **Response to incidents of bullying**

- Statements taken from all concerned
- Victims counselled and offered referral to outside agencies
- Parents/carers of victim/s informed or contacted
- Possible temporary exclusion of bully/bullies
- Parents/carers of bullies informed of temporary exclusion.
- Bullies warned of serious nature of bullying
- Groups who have witnessed or colluded in bullying spoken to.
- Accounts to be placed on the files of victims/bullies and others involved
- Teachers of relevant groups and individuals to be made aware of the situation

If the bullying continues, then this will be considered as a grave breach of school conduct and sanctions will be deployed in line with the school's behaviour policy.