

THE ELTON HIGH SCHOOL



ANTI-BULLYING POLICY

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Date agreed by Governors	
Date to be reviewed	January 2028
Person responsible	Donna Rooks

INTRODUCTION

The Elton High School is committed to creating a safe, respectful and inclusive environment in which all members of our school community can safely learn, work and thrive. Our vision is of a school where there is no bullying or unkindness and we will stridently apply a 'zero-tolerance' approach to our management of bullying. We know that bullying does sometimes occur but we are absolutely determined to eliminate it. All members of our community have a responsibility to challenge bullying and to seek help for themselves or others if they feel bullying is happening. We recognise that anyone can be a victim of bullying, irrespective of their age.

The existence of bullying behaviour in a school not only represents a threat to the physical and emotional security of the individual but to the fundamental purpose of the school itself. All students have the right to attend school and feel safe and secure when engaged in any kind of educational activity on the school site. This entitlement is also applicable when travelling to and from school and when engaged in extracurricular activities on or off the school site. The starting point for effective anti-bullying strategies is the quality of the relationships in the school, between students and also between staff and students. These principles are equally applicable to relationships between staff and it is important for staff to promote positive behaviour and relationships with students.

The entitlement of all students to a safe and secure environment, free from bullying behaviour must be enshrined in the purposes of the school and are the expectations of student conduct. The school's proactive stance against bullying behaviour requires a high profile both in principle and practice. No form of "visible" bullying must be tolerated and the quality of relationships in the school should be such that "hidden" bullying behaviour can be reported with total security and confidence. The effectiveness of the anti-bullying policy is grounded in action to prevent or resolve bullying behaviour.

DEFINITION OF BULLYING

The Department for Education (DfE 2017) defines bullying as:

'Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally'.

Any one can be subject to bullying, but some groups are potentially more vulnerable to bullying. Bullying can be linked to specific characteristics:

- Race, religion or culture.
- Special educational needs and disabilities.
- Appearance or health conditions.
- Sexual orientation.

- A person's home circumstances - eg. in residential or foster care, being a young carer, household poverty etc
- A person's gender

TYPES OF BULLYING

Bullying can take many forms, including, but not limited to:

- **Physical bullying:** eg: hitting, kicking, tripping up, spitting, taking or damaging property, use of threat or force in any way, intimidation or demands for money or goods.
- **Verbal bullying:** eg: name calling, insulting, teasing, 'jokes', mocking, taunting, gossiping, secrets, threats or reference to upsetting events e.g. bereavement, divorce, being in care.
- **Social bullying:** eg: exclusion from a group, spreading rumours.
- **Non-verbal bullying:** eg: staring, intimidatory body language, gestures.
- **Cyber bullying:** eg: online harassment and abuse through social media applications such as Snapchat, Instagram or WhatsApp, the misuse of camera or video/editing facilities.
- **Prejudice-based bullying** related to race, religion, gender, sexual orientation, disability, or other protected characteristics.

We acknowledge that some acts of bullying will constitute a criminal offence and that, in these cases, reports or referrals will need to be made to the appropriate agencies, eg the Police, Children's Services etc.

POTENTIAL INDICATORS OF BULLYING:

- disturbed sleep
- bed-wetting
- frequent complaints of ailments, such as head and stomach aches
- recent problems with concentration
- changes in behaviour and attitude
- persistent truancy/ school avoidance
- damaged or missing property or missing money/food
- asking for more money than usual or stealing money
- changes in eating patterns
- changes to friendship groups/social activity
- changes in online activity
- has unexplained bruises or marks on their body, (some may refuse to change for PE)
- becomes withdrawn/may seek adult attention more frequently.

SCHOOL INITIATIVES TO PREVENT AND CHALLENGE BULLYING

We use a range of measures to prevent and tackle bullying including that includes, but is not limited to:

- A Personal Development offer that supports students to understand what constitutes bullying, forms of bullying and their role in upholding our school's anti-bullying policy and culture. This includes assemblies, workshops led by external providers and the PD curriculum, amongst other things. These place emphasis on the importance of inclusion, celebration of diversity and a need for students to challenge intolerance, unfairness and discrimination. Anti-bullying Week, Black History Month and various national and international days relating to disabilities, sexuality and race are included.
- Some students are trained as Hate Crime Ambassadors and there is an ambition to train other students as Anti Bullying Ambassadors by the end of the academic year 2025/26.
- Restorative approaches to support students who are subject to bullying are practiced.
- Students are involved in developing school-wide anti-bullying practices, for example through participation in the bi-annual anti-bullying survey and through Student Council initiatives.

ROLES AND RESPONSIBILITIES

SENIOR STAFF AND GOVERNORS

The school's Senior Leadership Team and its Governors have overall responsibility for ensuring that the Anti Bullying policy is followed by all members of the school community and that the school upholds its duty to promote the safety and well-being of all young people. In doing so they will:

- Identify an 'Anti-Bullying Ambassador' (Mrs DM Rooks).
- Incidents or bullying and harassment are reviewed as a standing item on weekly Student Support Team meetings, led by Deputy/Assistant Heads in charge of behaviour.
- Monitor reported bullying incidents and outcomes through the half-termly Student Sub-Committee Meeting and Termly Meetings.
- At all times, promote a positive school culture where our core values of respect and kindness are exemplified and celebrated.
- Provide appropriate training and resources to staff.
- Seek support of appropriate partners or external agencies where appropriate.

STAFF

All school staff, both teaching and non-teaching, have a duty to safeguard students by being vigilant to the signs of bullying, reporting bullying and to play an active role in the school's measures to prevent bullying. In doing so, they will:

- At all times, promote a positive school culture where our core values of respect and kindness are exemplified and celebrated.
- Model respectful behaviour and challenge all forms of bullying.
- Be vigilant for signs of potential bullying.
- Respond promptly and consistently to reports of bullying.
- Record and report bullying incidents following school procedures - report on CPOMs, being sure to tag in the student's (s') Head of Year and D Rooks.
- Participate in relevant training on bullying prevention.

STUDENTS

Students should not take part in any kind of bullying behaviour and should watch out for signs of bullying among other students. They should never be bystanders to incidents of bullying, but should offer support to the victim if possible and help them to tell a trusted adult. Students should:

- Always treat others with kindness and respect - without any exceptions.
- Report bullying incidents to a trusted adult or peer such as Prefects or Peer Mentors, or anonymously through 'Here to Hear' or our post boxes.
- Engage positively in anti-bullying initiatives such as assemblies and workshops.

PARENTS AND CARERS

Students' families play a vital role in supporting school to identify bullying, as well as in tackling it. We ask that families report any concerns to the school directly and encourage their child not to retaliate, but to seek the appropriate support. We further ask families to:

- Be vigilant for possible signs of bullying and communicate any concerns promptly and directly to the school, in the first instance to your child's form tutor.
- Encourage your child to report any bullying behaviour.
- Support the school's core values of respect and kindness, as well as its stance on bullying and processes for managing bullying.
- Work collaboratively with the school to resolve issues.

ACTIONS TAKEN IN RELATION TO REPORTS OF BULLYING

If bullying is suspected, we talk to the victim, the alleged bully and any witnesses. If any degree of bullying is identified, we will decide upon the most appropriate action to take but it is likely to include the following action:

- The victim will have the opportunity to talk about their experience with a trusted adult at the time it happens and also later.
- Informing parents and carers about the incident and next steps.
- Offering support to the bully, through a restorative approach, to try to ensure that they do not repeat such behaviour .
- There will also be consequences put in place for the bully so that they are clear that we take bullying seriously and so that they and others understand that bullying is unacceptable. These are:
 - They will be warned to stop the offending behaviour
 - Parents or carers will be informed, where appropriate
 - They may have detentions
 - They may be placed in our reflection room, or that of other schools
 - They may have a suspension from school
 - If the bullying is serious, or continues, they may be permanently excluded from school.
 - Designated school staff will take a decision as to whether the incident should be reported to external agencies, eg the police or the Local Authority.

BULLYING OUTSIDE OF SCHOOL

Bullying is as unacceptable outside of school as it is inside. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays or in the wider community. The nature of cyber bullying in particular means that it can impact students' well-being beyond the school day. Staff, parents, carers and students must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy. School will use their sanctions when it becomes apparent that any incident of bullying is having an impact on an individual and/ or the school community

MONITORING, EVALUATION AND REVIEW

As part of our collective work to prevent and tackle bullying effectively, we will keep our processes under review by taking the following steps:

- Regularly analyse bullying incident data to identify patterns and evaluate the effectiveness of interventions and report these to the Governing Body.
- Seek feedback from key stakeholders about the school's anti-bullying culture.
- Review the policy bi-annually or sooner if required by changes in legislation or school context.

LINKS TO OTHER POLICIES AND DOCUMENTS

- [Behaviour Policy](#)
- [Safeguarding and Child Protection Policy](#)
- [SEND Inclusion Policy](#)
- [Online Safety Policy](#)
- [Single Equality Policy](#)
- [Complaints Procedure](#)