

Anti-Bullying Policy

Wapping High School



Policy Reviewed	Ratified	Ratified By	Next Compulsory Date
October 2022			Review September 2023

"Providing safe and happy places to learn is essential to achieving school improvement, raising achievement and attendance, promoting equality and diversity, and ensuring the safety and well-being of all members of the school community."

(DfE, 2007).

At Wapping High School young people flourish both academically and socially. We aim to foster a healthy and safe community where individuals take responsibility for themselves and show respect for others, emphasising the importance of positive relationships amongst all members of the school community.

1. Statement of Intent

Wapping High school is committed to ensuring that students learn in a supportive, caring and safe environment, without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. If bullying does occur, all

pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

2. Definition

Bullying is any behaviour, which is deliberately intended to hurt, threaten or frighten another person or group of people. It is repeated and usually unprovoked and can continue for a prolonged period of time. It always reflects an imbalance and abuse of power. It is important that it must not be confused with the usual childhood/teenage squabbles and arguments where individuals “fall out” with one another.

Bullying can be:

- Emotional – being unfriendly, deliberately setting out to exclude someone and make them feel left out, tormenting
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focusing on the issue of sexuality
- Verbal – name calling, sarcasm, spreading rumours, teasing
- Cyber – all areas of the internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.
- Disability/SEN – because of, or focusing on a disability or special educational need.
- Home circumstance – targeting individuals who are Looked After Children or because of a particular home circumstance.

Bullying can therefore constitute any of the above activities within the context of the definition provided. Bullying may occur to anyone and this policy is inclusive of the bullying of school staff, whether by pupils, parents or other staff. (Members of the school workforce suffering from or concerned about bullying may also contact their trade union or professional association for support and advice).

Bullying can seriously damage a person’s confidence and sense of self-worth, and they will often feel that they are at fault in some way. Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or

taking unusual absences. There may be evidence in work patterns, lacking concentration or truanting from school. These signs and symptoms may indicate other problems, but bullying should be considered a possibility and should be investigated.

Wapping High School Objectives

- To prevent, de-escalate and/or stop any continuation of harmful behaviour.
- To react to bullying incidents in a reasonable, proportionate and consistent way.
- To safeguard the student who has experienced bullying and to trigger sources of support.
- To apply disciplinary sanctions to the student causing the bullying and ensure they learn from the experience, possibly through multi-agency support.

Policy Aims

- All students, parents, staff and governors should have an understanding of what bullying is.
- Staff and governors should follow the school policy when bullying is reported or suspected.
- All students and parents should know what bullying is and inform a member of staff if bullying arises.
- Wapping High School will always take bullying seriously. We use a range of proactive and reactive strategies to combat and prevent bullying.

Reporting Procedures

- A Student Incident Form can be collected from the school office or from a member of the Pastoral Team. Students can also email the designated safeguarding email address safe@wappinghigh.org if they have concerns. Posters for this are displayed in all classrooms, in student planners and open learning areas (Appendix F).
- All the relevant information must be completed on the form, which can then be handed to a Head of House, the Student Post Box on the Ground Floor, or the online form/email will be submitted to the Pastoral Team.
- Students may also report bullying verbally, and can do this by talking directly to their tutor, or a learning mentor, or a senior member of staff.

- The Head of House has overall day-to-day responsibility for dealing with reported incidents and will forward details to the relevant members of staff to investigate.
- Alternatively any member of staff can be approached to report incidents of bullying, and they in turn will report to the Head of House.

If bullying is suspected or reported, the incident will be taken seriously and dealt with initially as quickly as possible by the member of staff who has been approached. A clear account of the incident will be recorded and passed to the Head of House.

Heads of House will investigate the incident by interviewing all concerned and record outcomes on the files of those involved.

Form tutors and subject staff will be kept informed and asked to monitor the behaviour of the students concerned.

Parents will be kept informed and are discouraged from taking matters into their own hands and should not approach a suspected student but speak to a member of staff.

Each incident of actual or alleged bullying will be unique in its representation and its level of impact on the individuals concerned. Therefore, it is important that the school is given the opportunity to tailor a strategy to address the situation and to support the bullied student according to the particular incident/s.

The Head of House will interview all concerned and will record the incident on the School's google drive spreadsheet database.

Students who are victims of bullying will be offered the opportunity to discuss their experience with their form tutor or another member of staff, be offered support in terms of access to the counselling or peer mentoring scheme to restore self-esteem and build confidence and have the use of a supervised room for as long as needed.

Students who have bullied will be helped by; discussing what happened, discovering why the student became involved and establishing a sense of wrong-doing.

Parents/carers will be informed to help change the attitude and behaviour of the student. Contact with the parents of both the child being bullied and the bully to ensure

In agreement with both parties involved there will also be the opportunity to rebuild relationships, involving a discussion mediated by a member of staff as a way of resolving disputes.

The following disciplinary steps may be taken:

- Official warning to cease offending

- Suspension from certain areas of the school premises or certain activities
- Detentions
- Referral to senior staff and/or external agencies e.g. Safer Schools Police Officer.
- Internal fixed term suspension
- External fixed term suspension or permanent exclusion.

4.0 Prevention

As a school we take bullying seriously. Wapping High School has adopted a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and those displaying bullying behaviour. These include;

- Effective school leadership that promotes an open and honest anti-bullying ethos.
- The consistent promotion and use of the Behaviour for Learning Policy which requires all students to respect the rights of others,
- The reinforcement of the clear message that violence has no place at Wapping High School.
- Use of curriculum opportunities, in particular tutor periods and PSHE classes and ASPIRE days where issues of diversity are discussed and anti-bullying messages are drawn out.
- Use of opportunities throughout the school calendar and at certain times of the school day to raise awareness of the negative consequences of bullying
- e.g. Anti-Bullying Week in November of each year
- Whole school assemblies.
- Student surveys.
- Poster campaigns.
- Peer mentoring and Buddy Schemes.
- Review of general and specific staff induction and continuing professional development to ensure staff training reflects the anti-bullying policy and practice of the school.
- Celebration of LGBT History month.
- Challenge of sexual content within verbal abuse, especially challenging the word 'gay' and other homophobic language.
- Challenge sexist language
- The supervision by School staff of all play areas at lunch times and breaks.
- Providing information to all parents on the symptoms of bullying and the steps to take if they suspect their child is being bullied.
- The celebration of all student backgrounds and cultures through assemblies.
- During assemblies and ASPIRE PSHE days, discuss and explore bullying issues with the students.
- Raising awareness of cyber-bullying and teaching students to safely use technology (including mobile phones, social media, email and the internet).

- All websites accessed in School are screened. This software screens the language used in all documents, emails and websites. Rude or offensive emails, websites, documents are sent to Heads of House. Action will be taken and recorded.
- Effective recording systems via the school database on Epraise and on the school's drive.
- Work with multi-agency teams including police and Children's Services as appropriate.

5.0 Development, Monitoring and Review

We plan to:

- Monitor, evaluate and review our anti-bullying policy on a regular basis led by the Heads of House and reported regularly.
- Support staff to identify and tackle bullying appropriately.
- Ensure that students are aware that all bullying concerns will be dealt with sensitively and effectively and seek feedback from students via the Student Council and student questionnaires.

This Anti-Bullying Policy should be read in conjunction with:

- Child Protection and Safeguarding Policy
- Behaviour for Learning Policy
- Online Safety Policy
- SEND Policy and information report
- Single Equalities Policy

Appendices

Appendix 1 - Student Incident Form

Student incident report

Date of incident _____ Time of incident _____

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Name of student completing this report _____

Other students involved _____

Details of incident (who? what? where? when? how? why?)

Appendix 2 - Staff Incident Form

Staff Incident Report



Please 'Make a Copy' of this form in order to create a new, editable version.
 This form must be signed, scanned and emailed to the Head of House.
 Any urgent safeguarding concerns should be emailed to safe@wappinghigh.org

Completed by:

Student's Name:

Tutor Group:

Time:

Date:

Location:

Nature of Incident:

Please detail the incident in the space below:

Signature: _____

Date: _____

Communication Checklist:

Parent of student(s) By whom: _____ Date: _____

Parent of victim By whom: _____ Date: _____

Tutor By whom: _____ Date: _____

Reporting Teacher By whom: _____ Date: _____

Appendix 3 - Student Mediation Form

Student Mediation Agreement



Outline of situation

- Ground Rules**
1. Be willing to solve the conflict
 2. Tell the truth at all times
 3. Listen without interrupting
 4. Show respect even if disagreed
 5. Comply with this agreement

We all agree:

1. _____

2. _____

Appendix 4 - Acceptable Behaviour Contract

Wapping High School

Acceptable Behaviour Contract

Student:

Date:

While I am a student at Wapping High School:

1. I will play nicely with my friends and NOT use physical contact; including pushing, pulling even in a friendly way.
2. I will share equipment with other students and take it in turns to play.
3. I will tell the member of staff on duty if I have a problem.
4. I will play nicely with my friends and NOT use physical contact; including pushing, pulling even in a friendly way.
5. I will treat other students with respect and not say anything insulting or use hurtful language towards them.
6. I will not encourage confrontation or unacceptable behaviour of other students either on my own or with my friends as a group.
7. I will not argue with staff or be disrespectful. I will be polite in words and actions to others.

Signatures:

Student: _____ Date _____

Parent/Carer: _____ Date _____

Member of staff: _____ Date _____

