



Anti-Bullying Policy



ACTON HIGH SCHOOL
CENTRE FOR MEDIA ARTS AND APPLIED LEARNING

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Bullying is not accepted at Acton High School. We believe that every member of the school community has the right to reach their full potential in a safe and happy environment.

Definition

Bullying may be defined as:

‘Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. The behaviour is based upon an imbalance of power.’ *Safe to Learn- DCSF September 2007*

There are many definitions of bullying; these statements are taken from the Ealing Anti-Bullying Strategy: Definition of bullying (November 2007)

Types of bullying

Type of Bullying	Aspects
Physical	An unprovoked assault on a person or group or their belongings including pushing, kicking, hitting, pinching and extortion.
Psychological	Reduction of a person’s self-esteem or confidence through threatening behaviour, mocking them, taunting or teasing them about any feature of their lives which can be used to wound them.
Social	Ostracism or rejection by a peer group.
Verbal	Using language in a derogatory or offensive manner, such as name-calling, sarcasm, spreading rumours, persistent teasing, ignoring or not communicating.
Homophobic	Behaviour based on a dislike or fear of someone who is lesbian, gay or bisexual. It may involve passive resentment of lesbian, gay and bisexual young people or active victimisation. It can also affect anyone who is perceived to be homosexual.
Racist	Insulting language/gestures based on a person’s actual or perceived ethnic origin or faith, name-calling, graffiti or racially motivated violence.
Sexual	Sexually insulting language/gestures, name-calling, graffiti, and unwanted physical contact.
Cyber	The use of information communications technologies, particularly mobile phones and the Internet, deliberately used to upset someone else.
Others	For example, bullying that occurs outside of school or with vulnerable groups of children and young people such as those with special educational needs or able and talented.

The Effects of Bullying

Bullying can have a damaging effect on young people, on their self-esteem and, ultimately, their school attendance and achievement; these effects can be long lasting. Victims of bullying often feel responsible for what has happened, adding to their feeling of helplessness and isolation.

Others associated with incidents of bullying such as the perpetrator, school staff and families, can also suffer from short and long-term negative feelings and impacts such as frustration, anger and loss of self-esteem.

Signs of Bullying

Although the signs of bullying will vary for different students, what is most obvious is that there may be a change in a bullied student's behaviour and appearance and interactions within the class and during breaks. Although this may not seem significant in your lessons, it may be part of a larger issue.

What to do if you believe someone is being bullied.

If a pupil shows some unfamiliar signs, bullying may be responsible and you might want to enquire whether someone is bullying or threatening them. It is always important, even if the pupil does not suggest bullying is taking place, that it is reported to the tutor or YTL.

Reporting bullying

Pupils, parents and all school staff are actively encouraged to report any incidents of bullying to a member of staff they feel comfortable with. If a parent or student feels unable to report incidents of bullying directly they can use the SHARPs online system to make an anonymous report, which will be passed to a member of SLT. The member of staff is then required to inform the YTL. It is the responsibility of the YTL to resolve the situation as quickly as possible, within the behaviour procedure. It is essential that all instances of bullying are recorded on SIMS and parents contacted. If the issue is within the boundaries of Child protection the issue should be passed immediately to the Child Protection Officer.

Reintegration

The YTL should make it clear to all parties concerned that bullying is not acceptable and will be dealt with. Additional support should be offered to students involved in the incident (perpetrator and victim) to aid their reintegration back into school. The YTL should make a future appointment with all students concerned in the incident to ensure that the bullying has stopped and all students are feeling safe and confident to learn.

Monitoring

All incidents of bullying and their outcomes should be regularly reviewed by YTL through SIMS to monitor types of bullying and whether we are reducing repeated bullying behaviours

Every half term the SLT line manager will review the bullying log and discuss the issues with the YTL/PSA. All incidents of bullying will be reported to the SLT, governors and the Local Authority every term, to identify whether or not the anti-bullying policy is really effective

Combating Bullying

It is the responsibility of every member of staff to challenge bullying behaviour inside and outside the classroom and to support pupils in responding to an incident.

Pupils will be encouraged to be active when they observe bullying by:

- Not allowing someone to be deliberately left out of a group
- Not smiling or laughing when someone is being bullied
- Telling a member of staff what is happening
- Encouraging the bullied pupil to join in with their activities or groups
- Telling the bullying pupil that they disapprove of his or her actions
- Using the school SHARPs system if a student feels unable to speak to a member of staff.