



Haute Vallée School

Pride in all we do

Pride . Ambition . Respect . Teamwork

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Counter- Bullying Policy

Updated: November 2020
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Purpose

This policy describes Haute Vallée's approach to dealing with all types of bullying. All members of Haute Vallee should be able to work in an environment free from bullying of any kind, where they are treated with respect and care.

We recognised that any school, including Haute Vallee, that believes it is free of bullying is unsuccessfully not supporting their students. With this in mind this policy aims to deal with all cases of bully consistently.

What is bullying:

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Type of bullying Definition:

Emotional Being unfriendly, excluding, tormenting

Physical Hitting, kicking, pushing, taking another's belongings, any use of violence

Racial Racial taunts, graffiti, gestures

Sexual Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching

Direct or indirect verbal Name-calling, sarcasm, spreading rumours, teasing

Cyber-bullying Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Why does bullying occur?

Bullying occurs for a variety of reasons although sometimes these behaviours can be difficult to identify. Below is a list why some students might get bullied.

- Do not like the person
- Like to feel powerful and in control
- Think it will make them be liked by others
- Find bullying fun
- They enjoy the reaction of the victim

- The bully has personal issues, they may be jealous/lack knowledge/distrust/fear something.

Effects of bullying?

Bullying can have a serious impact on a person, it can affect a person's confidence and self-worth. Most of the time the victim will blame themselves for the situation. It can lead to prolonged emotional damage for an individual, however, it can also have an impact on the school community as a whole.

Aims

Haute Vallee aims to support every student affected by bullying by:

- Every person knowing how to report bullying and where to get help (Appendix 1)
- Being listened to and feeling that their complaint is taken seriously
- They feel confident that the school will deal with issue/s
- They feel supported and helped to feel safe again
- They are helped to rebuild confidence and resilience
- The relevant staff will involve external agencies where appropriate for the victim or the bully
- Staff will work with the bully and their family to help change their behaviour
- All cases of bullying are reported in SIMS

Haute Vallee aims to work with those students who bully by:

- To develop emotional skills and knowledge to help with understanding of acceptable behaviour in society
- Sanctions will be used in line with Haute Vallee's behaviour policy
- After previous steps have been addressed restorative steps will be implemented to repair broken relationships

Haute Vallee's aims for the whole school community:

- Whole school is clear about Haute Vallee's counter bullying policy and where to view it
- Whole school and the community take ownership in reviewing the counter bullying work through working parties and questionnaires
- Whole school community are clear about the roles they can take to prevent bullying including the bystanders role

Procedures

In response to a bullying incident the victim will be supported by;

- Being encouraged to report it
- HOY/Behaviour manager will seek witness statements where necessary

- HOY/Behaviour manager to log on SIMS and monitor
- All staff to be made aware if appropriate
- Nominated member of staff to work with the student following an incident
- Haute Vallee to set up a meeting with parents/carers to discuss any concerns
- Put in place additionally agencies where necessary
- If comments are on social media the perpetrator must remove them

Some students who have experienced some bullying might be provoked into violent behaviour. Whilst sanctions will be consistently applied the context of the student's response will be taken into account before deciding on any action.

A range of methods are available for students to report bullying in confidence. If a report comes in to a member of staff, the member of staff needs to log it onto SIMS, get a written report using the 'student bullying report form' (appendix 1) and physically tell HOY/Behaviour manager to deem if the incident meets the core definition of bullying as stated above. It is important that the students is clearly told that confidentially is not an option as the information will need to be shared.

The school community should be encouraged to report any form of bullying whether as an observer or a victim. This can be reported in several ways.

- Trusted teacher
- Form tutor
- School counsellor
- HOY
- Designated safeguarding lead
- Education welfare officer
- Behaviour manager
- SLT
- Confide button on the computers

They can also speak to outside agencies such as Childline (0800 11 11), Youth Enquiry Service (YES 280530 or 07797 778 424 or yes@jys.ie)

Parents who wish to report any bullying can do so in several ways

- Contacting the form tutor
- Contacting the HOY
- Contacting Behaviour manager
- Contacting SLT

Parents will also be made aware of how to take further action if they feel that their concern has not been properly addressed.

Members of staff wishing to report bullying towards themselves or another colleague should try and resolve the matter informally before making a formal complaint. The member of staff will get guidance from

Informal avenues of support can be found from, trusted colleague, line manager, school counsellor as well as professional agencies such as,

- Teacher union
- Unite

Support to those who engage in bullying behaviour:

The use of sanctions must be administered, fairly and consistently with the use of Haute Vallee's behaviour policy, however, it is recognised that bullying behaviour needs additional focus:

- All bullies will be held accountable for their behaviour, to take responsibility and learn from their behaviour
- Emotional or psychological bullying will be treated with equal concern as physical bullying
- If sanctions have been used, then Haute Vallee's behaviour policy will have been consulted
- Those that have bullied will be encouraged to see the school counsellor
- Parents of the bully will be contacted throughout the process
- Where appropriate restorative approaches will be used

Whole school approach:

- Every member of the school community will actively demonstrate positive behaviour
- All school aspects, lesson, after school activities, meetings will be treated with fairness, respect and care
- In all interactions it is expected that all will demonstrate a strictly professional manner

The school curriculum will be used to raise awareness of bullying and how it is tackled:

- PSHE lessons will address bullying, the affect of bullying and help available
- Creative learning from, Art, Drama, Music will develop understanding of feelings and enhance students social and emotional skills
- The issue of bullying is relevant in all subject areas
- Year group assemblies will raise awareness of the subject and then supported during form time

The school environment has a role to play:

- Effective staff supervision during the school day
- Monitoring of any 'problematic' areas
- Positively encourage calm and orderly behaviour when moving around the school
- Investigating all 'flagged' searches to ensure the prevention of e-bullying

All new staff will have an induction to the school's counter bullying policy and training will be provided for any member of staff where training is needed.

Helpful links:

- Government of Jersey CYPES policies

<https://www.gov.je/Government/Departments/Education/Pages/Policies.aspx>

- Department of Education, guidance: preventing bullying

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

- Young Minds

<https://youngminds.org.uk/find-help/feelings-and-symptoms/bullying/>

Additional Information