



Heston
COMMUNITY
SCHOOL



ANTI-BULLYING STATEMENT

This Policy is founded within our School ethos, which provides a caring, friendly and safe environment for all members of our community.

At Heston Community School, bullying will not be tolerated.

Heston Community School promotes a safe learning environment where everyone feels able to enjoy and achieve, and where success is recognised and rewarded. We value the good relationships in our School community. We believe that each student in our School is entitled to receive their education free from all types of bullying [including cyber bullying], especially if it is related to their ethnic origin, religion, culture, sexual orientation and any physical disabilities that they may have. It is the responsibility of all staff that teaching and learning takes place in a caring and protective atmosphere.

All staff, students and parents should be aware of the negative effects that bullying can have on individuals and the School in general, and should work towards ensuring that students can work in an environment without fear. The School recognises that it must take note of bullying perpetrated outside School which spills over into School. We will do what is reasonably practicable to eliminate any such bullying.

We take a strong stance against bullying of any type since it indicates a lack of appreciation for the feelings of others and take every allegation of bullying seriously.

Bullying is defined as repeated physical and emotional behaviour by an individual or group that intentionally hurts others. Bullying can take many forms [for instance, cyber-bullying via text messages or the internet] often motivated by prejudice against particular groups. Examples include race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. Bullying may also be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is the School's priority.

If a student feels they are being bullied, they should tell someone as soon as possible: a teacher or adult, their tutor or Learning Coordinator, their parents/carer or a friend. They can also report it to members of staff in Welfare or the Learning Mentor.

Bullying can be categorised as:

Verbal:	Name calling, insults, jokes, teasing
Physical	Pushing, hitting, kicking, inappropriate touching
Social	Spreading rumors, peer pressure to conform
Cyber	Text messages, phone calls, pictures, video clips, social media sites
Non-verbal	Staring, dirty looks, spitting
Provocative	Racist, sexist, homophobic
Other	Extortion, blackmail, hiding personal property

Staff will be made aware of the School's Anti-Bullying Policy on a regular basis during staff training and Year Team Meetings where there will be opportunities for staff to discuss the complex issues relating to this subject.

It is the responsibility of all staff, both in the classroom and around the School, to do all they can to counteract the effects of bullying. Students are made aware that all staff actively support our anti-bullying commitment and that they will take action if they are witness to bullying or if it is brought to their attention. Staff, both teaching and support, adopt a 'zero-tolerance' approach to bullying and will not ignore even minor name-calling or unkindness. The complex nature of bullying requires staff to use professionalism, sensitivity and judgement in the way they handle bullying. On occasion, it may be sufficient to speak to a group, individual or class or simply to issue a warning but, on other occasions, it may need to be referred to the Learning Coordinator for further action.

Assemblies and Tutorials

Bullying and the School's attitude towards such behaviour is raised regularly in assemblies and tutorials. Senior Leaders, Curriculum Leaders and Learning Coordinators are responsible for ensuring the School's anti-bullying commitment is practised throughout the School.

The Curriculum

Teachers are encouraged to explore the impact of bullying whenever opportunities arise in the curriculum. The PSHE and tutorial programmes explicitly explore the complex issues relating to bullying and social relationships.

Supervision around the Building

Bullying can occur during non-curricular time. The Staff Duty Rota ensures that staff have a high profile across the site. All staff, however, whether they are on duty or not, have a responsibility to be aware of and vigilant about possible incidents of bullying.

Tutors and other pastoral staff have a particular responsibility to be alert for signs of distress in students or behaviour that may indicate that the student is unhappy.

Strategies when dealing with bullying incidents

1. Most serious incidents of bullying will be referred to the Learning Coordinator or Deputy Head. Students will be asked to record the events on a Student Statement Form. The Learning Coordinator/Deputy Head will investigate the incident and record details of discussions with both parties. In the event of a racist incident, the Learning Coordinator will complete a RB2 form.
2. Parents/carers will be informed and/or invited into School to discuss the issues, as appropriate.
3. Reports of incidents will be placed in student files.
4. The victim will be supported and his/her progress monitored following the incident. The bully will be supported to reflect on their behaviour and its impact to ensure that there is no repetition. The unacceptable nature of the student's behaviour and the consequences of any repetition will be explained to the parents/carers.
5. Sanctions listed in the School Behaviour Policy may be used when dealing with bullying. These include detention, internal exclusion, fixed term exclusion, involvement of the police, or in extreme cases, permanent exclusion.
6. Learning Coordinators will refer students who require support because of persistent bullying to the Learning Mentor.

Bullying which occurs beyond the School gates such as on School or public transport, outside the local shops or in the local community will be investigated and actioned. If the bullying poses a threat to a member of the School or public, the police may be notified.

Allegations Against Staff

The School believes that all members of its community are entitled to be protected from bullying. Inappropriate behaviour between students or staff will not be tolerated and any concerns or allegations of impropriety will be dealt with quickly, fairly and sensitively through the Grievance Procedure Policy. Any staff disclosing information, regarding inappropriate behaviour by colleagues, will be listened to and supported by the Senior Leadership Team in line with the Whistle Blowing Policy.