Hove Park School
Anti-Bullying Policy

Date Ratified:	Frequency of Monitoring Report:	Frequency of Review:	Next Review Date:
18/11/13	Termly	Every two years	Autumn Term 2015

Governor Link:		Staff Link:	Committee:	
L Williams/H Davies		S Paul	Behaviour and Support	

Introduction

At Hove Park School and HP6 we believe that every student has the right to attend School feeling safe, secure and happy. Bullying is a form of anti-social behaviour, which has no place in our community.

Students at Hove Park are expected to behave safely and protectively of themselves and others. Every member of staff is responsible for reinforcing these behaviours and for reporting any bullying. We treat all allegations of bullying extremely seriously and have clear procedures for dealing with reported incidents.

This policy has been developed in consultation with students across the entire age range of Hove Park and has been approved by representative groups of students. It will be reviewed every two years to ensure it continues to reflect and address relevant themes, trends and current thinking.

What is Bullying?

Bullying is…
- carried out over a period of time,
- conscious, wilful and deliberate behaviour,
- that causes physical, emotional or mental harm.

Bullying may…
- be carried out by either individuals or groups.
- happen either inside or outside of school
- make the target feel very unsafe and isolated.

Bullying might include…
- name calling,
- spreading rumours and gossip,
- deliberately not speaking to someone and encouraging others to do the same,
- posting abuse online,
- sending abusive messages,
- hitting,
- verbal or physical threats,
- other actions which can cause physical, emotional or mental harm or isolation.

Reporting, Recording and Monitoring

All staff that have a report made to them or who observe bullying behaviour are required to report this to the Head of Year's office where it will be logged. The Head of Year will share this information with the Designated Teachers regularly. The Head of Year will oversee any investigation and ensure where appropriate that relevant information is placed on student file.

The Head teacher reports termly to the full Governing body on bullying incidents and termly data returns are made to the LA. The Deputy Head teacher responsible for the leadership and management of each Campus as well as the Designated Teachers meet regularly with the Heads of Year to support the monitoring of potential trends and themes.

The school conducts an annual 'Safe and Well At School survey' to monitor trends and themes as part of the LA strategy. The survey's results are analysed at LA and school level and presented to the Governing body and students.

Dealing with incidents of bullying

All incidents that are reported are taken seriously. Students are encouraged to speak to their Tutor or Assistant Head of Year and it is made clear that they can speak to any other member of staff. The Head of Year's office, assisted by other staff where appropriate, will investigate each incident.

The students involved will be interviewed and encouraged to discuss the situation and the reasons for their behaviour and its consequences.

Students at Hove Park are expected to behave in a way that demonstrates a high standard of care for themselves, each other and their environment. If a student's behaviour fails to meet these high standards we aim to ensure a change in behaviour.

Clearly each reported incident will require strategies and actions that respond to its individual nature and context. Responses might include the following range of actions:
- Discussion about behaviour between students and staff.
- Bringing students together to resolve or mediate.
- Monitoring a situation to see if it resolves itself.
- Informing all staff to raise awareness of issues.
- Contacting parents/carers to inform them of concerns or issues.
- Asking parents/carers to come into meetings to discuss the issue.
- Arranging a restorative justice meeting with all those who have been affected by behaviour.
- Arranging support for students.
- Arranging peer support from students in positions of responsibility.

The following actions may also be appropriate
- Placing students on report card to monitor behaviour.
- Placing students in detention.
- Police Liaison officer reinforcing with students the consequences of similar behaviour.
- Directing students to work in isolation.

If a student continues to demonstrate anti-social behaviour, more senior staff, including the Head teacher, may become involved leading to the use of more serious sanctions and consequences, including fixed term exclusion.

Supporting and Raising Awareness

Students experiencing difficulties or having been the target of bullying behaviour can be referred to individual Year teams. The type of support may include some of those actions mentioned above and as a minimum gives a student a place and key members of staff to access and feel supported by.

As part of our anti-bullying work students have developed the 'Recognise, Refuse Report' campaign. The campaign aims to help students understand three key themes:
- Recognise: understand what bullying is and what it is not.

- Refuse: behave in a way that is protective of yourself and others.
- Report: if you feel unsafe or isolated tell a member of staff.

In collaboration with partners we provide a counselling service which can be accessed by all students. The School counsellor is based in school part-time. Students can refer themselves or be referred in consultation with parents/carers. An annual report is written by our partners to support the monitoring and evaluation of the service.

Relationship to other policies

The behaviour described in this policy includes behaviour or language that makes a student feel unwelcome or marginalised because of their colour, ethnicity, culture, religion, national origin, disability, sexuality or gender which is specifically addressed and more fully articulated in the Single Equalities Policy.

This policy should also be seen in conjunction with the Behaviour Policy which highlights the importance of developing positive relationships and the need to consistently challenge inappropriate behaviour. It is directly linked to the School Improvement Plan.

The E-safety policy specifically refers to the use of ICT in carrying out acts of bullying. Incidents involving the use of ICT are covered within the Anti-bullying policy, however additional consequences for those involved may include the loss of access to aspects of the school's ICT provision.