



PHILIPS HIGH SCHOOL

Pupil Friendly

ANTI BULLYING POLICY



OUR SCHOOL

We want our school to be a happy place where pupils and staff feel valued, respected and part of a team.

It is a school where we are proud to celebrate our differences.

Pupils at Philips High want every to behave in a friendly and respectful way with not bullying, negativity towards others including no use of racist or homophobic language.

We believe that everyone at Philips High is equal and should be treated equally.

This Policy works alongside our Behaviour & Promoting Positive Attitude Policy and will help everyone know what is expected of them.

WHAT IS BULLYING?

For something to be bullying it has to have happened Several Times On Purpose (STOP). Bullying is intentional (not an accident) and repetitive.

A bully hurts someone on purpose over and over.

Bullying can be by one person or a group of people.

You can be part of group, not say or do anything but are still associated with the bullying by way of association.

TYPES OF BULLYING

PHYSICAL

smacking / kicking / punching / pushing / any physical contact that is harmful.

VERBAL

name calling / threats / offensive remarks including racist & homophobic whether banter or direct / insults due to religion, skin colour, disabilities, sexuality, personal or background whether banter or direct.

INDIRECT BULLYING

spreading nasty stories / gossiping / leaving someone out from social groups / stopping someone from doing something or making them do something.

CYBER

sending nasty emails, posts, messages, supporting these with 'likes' 'forwarding on' 'screenshots'.

Child On Child Abuse

Abuse that happens between child(ren) to another child(ren). Abuse is abuse and should never be tolerated.

WHAT TO DO IF YOU ARE BEING BULLIED OR KNOW SOMEONE THAT IS BEING BULLIED



WHO DO YOU (victim/witness/parent/carer) REPORT BULLYING TO?

Form Tutor OR Head of Year OR Teacher OR Parent/Carer OR Sharpe System

DO NOT RESPOND TO THE BULLYING

- Do not reply to any messages
- Do not forward messages on (except to your parent)
- Screen shot all messages
- Block individuals

WHAT HAPPENS AFTER REPORTING BULLYINGS?

School will speak with all individuals involved, parents, and look at all evidence.

Actions will vary depending on each individual case but could include:

Parents contacted / Restorative Practice Meeting / Apologies in writing or verbal / Lose privileges / isolation / internal, external or permanent suspension / withdrawn from school events including trips / change of form or lesson group / intervention support / continue education another school.

Follow up reviews will be conducted to ensure no repercussions. If it is found that the bullying has continued the above actions will be implemented.

PARENTS are asked to encourage their child to report it and not retaliate eg fight back or verbal responses. Parents should also keep in contact with any bullying concerns that they are aware of.

SCHOOL WILL HELP PREVENT BULLYING BY DOING:

Listening for any form of verbal inappropriate language including racist homophobic comments whether banter or, acting on reports of bullying, follow up work in class/form, personal development teaching, regularly information on internet safety & bullying, anti-bullying peer mentors, supporting anti-bullying campaigns, respect campaigns, staff training, parent information, intervention groups, posters, promoting support awareness