



# Anti-Bullying Policy

**Date Policy due to be reviewed:** July 2021

**Committee Responsible for Policy:** Full Governing Body Committee

## Section 1 - Policy Introduction

It is a Government requirement that all schools have an anti-bullying policy. It is our school's duty to promote good behaviour. The policy has regard to relevant legislation and governmental guidance, 'Safe to learn: Embedding anti-bullying work in schools'. It is compliant with the Equality Act (2010), 'Promoting Positive Behaviour and Relationships' (2016), the updated DFE guidance – 'Preventing and Tackling Bullying' (July 2017) and Keeping Children Safe in Education (September 2020)

### Definition

At Hillcrest School we define bullying as 'repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe'. (Diana Trust) It can happen on a regular basis or over a sustained period of time. Bullying is when an unpleasant situation becomes out of control. Bullying can be 'direct', including physical violence, mental abuse, such as name-calling, threatening, ignoring or insulting another person's family, religion, race, sexuality, sexual identity, mental health or anything which intentionally makes a person feel unhappy or intimidated. This can also include 'friendly jokes' and 'banter'. It can also be 'indirect', for example being ignored, not spoken to or isolated from friendship groups. It is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Although bullying in itself is not a specific criminal offence, it is important to note that some types of harassing or threatening behaviour/communications, could be a criminal offence.

Bullying can occur through various types of anti-social behaviour. It can take many forms:

- **Physical:** a child can be physically punched, kicked, hit, spat at, pinched.
- **Verbal:** can take the form of name calling, sarcasm, spreading rumours, teasing.
- **Emotional:** excluded from discussions/activities, tormenting, humiliating.
- **Racial, Religious or Cultural:** a student may experience racially abusive taunts, comments, graffiti or gestures.
- **Disability or SEN:** a student may experience insults, taunts or inappropriate comments about their physical and/or mental health.
- **Cyberbullying:** this is the deliberate use of ICT, particularly mobile phones or the internet, to upset or insult someone else by aggression, intimidation, rumour spreading or the misuse of images via any electronic device.
- **Sexual or sexist:** a student may experience sexual harassment or taunts about their body shape, appearance or preferences in regard to sexual stereotyping.
- **Damage to property or theft:** a student may have their property regularly damaged, vandalised or stole. Physical threats may be used to bully in order that the student hands

In accordance with the Children Act (1989), we recognise that a bullying incident should be treated as a child protection concern when there is 'reasonable cause to suspect that a child is suffering or likely to suffer significant harm' as a result of being either a victim or perpetrator of bullying.

We also recognise that the coronavirus (Covid-19) pandemic may lead to some individuals experiencing bullying, intimidation and harassment, for example, due to their ethnicity or nationality, or perceived illness.

## Section 2 - Entitlement

**It is a basic right of all young people to receive their education free from fear, humiliation and abuse. Every person who is a part of Hillcrest School has a responsibility to take action to care for each other in order to create and maintain a secure and safe environment at school.**

At Hillcrest School we aim to...

- Create a 'Telling School' environment and encourage students to report all concerns

- Create an atmosphere in which every student has a sense of involvement and belonging
- Create an environment in which students know they will be listened to by all members of the school community
- React to bullying incidents in a reasonable, proportionate and consistent way.
- Prevent the continuation of harmful behaviour. (Physical and Verbal)
- Safeguard any learner who has experienced any form of bullying based on their race, religion, culture, ethnicity, gender, sexual orientation, special educational need or disability or due to the family background of a child, including young carers and looked after/adopted children.
- Prevent our students from being drawn into any form of anti-social behaviour or extremist conduct as a result of pressure placed on them by other members of our community.
- Provide a variety of sources of support for learners who have experienced bullying.
- Apply disciplinary procedures to learners who adopt anti-social behaviour to ensure they learn from the experience.
- Offer help, support and counselling as is appropriate to bully(ies) to enable them to address their anti-social behaviour
- Apply monitoring and follow-up procedures to ensure reported examples of bullying are not repeated in the future
- Ensure that teaching materials, assembly themes and workshops delivered by external visitors do not give a negative view of any group because of their ethnic origin, sex, sexuality, sexual identity, disability, etc
- Promote the key 'British Values' of mutual tolerance and respect for people from different religious, ethnic and cultural backgrounds.

This policy aims to ensure a consistent school response to bullying incidents that may occur. We also aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibility with regard to the eradication of bullying in our school.

In every aspect of school life, we strive to ensure the equal representation and celebration of people across faiths, ethnicities, sexual orientations, gender identities and expressions, class backgrounds, family types, nationalities and ages. This will ensure every member of the school community is included and informed about the true diversity around them.

### **Section 3 - Roles and Responsibilities**

#### **The Governing Body**

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. The Governing Body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately. The Governing Body monitors incidents of serious bullying that may occur, and reviews the effectiveness of this policy regularly. The Governors require the Head to keep accurate records of all incidents of bullying, and to report to the Governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter. The Governing Body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher, asks her to conduct an investigation into the case and report to a representative of the Governing Body.

#### **The role of the Headteacher**

It is the responsibility of the Headteacher to implement the school anti-bullying strategy, and to ensure that all members of staff (teaching and non-teaching) are aware of the school policy and know how to identify and deal with incidents of bullying. The Headteacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable

behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use an assembly as the forum in which to discuss with all children why this behaviour is wrong.

The Headteacher will ensure that all pupils are aware that they should:

- Report incidents of bullying to an adult if they are the victim
- Report incidents of bullying if they are a witness
- Treat others as they would wish to be treated
- Accept the consequences of their behaviour

The Headteacher ensures that staff receives sufficient training to be equipped to identify and deal with all incidents of bullying. The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **The role of the Deputy Headteacher (Pastoral)**

The Deputy Headteacher (Pastoral) will:

- Review and update the Anti-Bullying policy annually, including the views of all stakeholders
- Plan and deliver staff training on safeguarding themes linked to bullying
- Maintain records of reported incidents of bullying and actions taken by the school
- Analyse patterns of behaviour, including the type of incident, location, time and students involved, to inform future practice and safeguards.
- Refer students to relevant external agencies to access appropriate support for the victim and/or perpetrator of a bullying incident.

### **The Role of the Teacher and Support Staff**

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place. All staff are aware of their responsibility to provide students with a varied range of confidential means to alert them of instances of bullying. If teachers become aware of an issue which involves bullying, they will refer it to the College Leader and/or Deputy Headteacher (Pastoral). All bullying concerns are to be logged on CPOMS. This is regularly monitored by the Deputy Headteacher.

Teachers and support staff do all they can to support the child who is being bullied. All staff will monitor the situation and if a child continues to be bullied over a period of time, the Deputy Headteacher(Pastoral) will be informed and the child's parents will be informed. When any bullying has taken place between members of a class, the class teacher / form tutor will deal with the issue in the first instance. The teacher may also offer counselling and support for the victim. All members of staff are offered training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help students understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. PSD, Religious Education, visits, assemblies and circle time all provide opportunities to praise, reward and celebrate the success of all children, and help create a positive atmosphere. Staff avoid the use of teaching materials or equipment which may give a negative view of any group based on their ethnicity, sexual orientation, physical ability, race, religion or culture.

### **Hillcrest School Staff Development**

As part of our commitment to ensuring every child should be able to learn in a school environment free from bullying of any kind and in which they feel safe and supported we will ensure the following actions are taken in respect of staff development –

- This policy will be regularly reviewed and updated in light of changes in national legislation.

- We will respond to specific incidents that may occur and update our policy or guidance if necessary.
- Staff will be fully informed of any relevant changes to policy or guidance.
- Staff training is in place for all staff, including NQT's, to ensure all staff are fully informed of current practice and are equipped to implement our policy at all times.
- Our Deputy Headteacher(Pastoral) will attend regular training sessions with regard to Behaviour and Attendance as organised by the LA and Oaks Network.
- These sessions will be fed back to all staff at regular intervals.
- Staff will undertake regular CPD training on a range of issues that may lead to bullying, i.e. – extremist radicalisation, gang culture, child sexual exploitation, honour violence, mental health, sexual orientation, looked after or adopted status, special education needs and disabilities.

Staff training will raise and maintain awareness of bullying issues and equip staff with ways of responding to all forms of bullying appropriately. In addition, this training will equip staff to identify students who may be experiencing bullying even though they have not yet disclosed this information. It will particularly ensure that staff understand students with special educational needs or disabilities and LGBT students are often at greater risk of being bullied by other students or adults on the basis of their educational difficulties or disability, or sexuality or orientation.

## **The Role of the Parent**

Parents should:

- Look for unusual behaviour in your child. For example, a child may suddenly not wish to come to school, feel ill regularly, or not complete work to his/her normal standard
- Always take an active role in your child's education. Enquire how his / her day has gone, how lunch time was spent etc. If you feel that your child may have been the victim of bullying behaviour, inform the school IMMEDIATELY. We cannot help unless we are informed. Your concern will be taken seriously and appropriate action will follow.
- It is important to advise your child not to fight back. It can make matters worse.
- Tell your own child that there is nothing wrong with him or her. It is not his or her fault that he /she are being bullied.
- Ensure that your child is fully aware of the policy concerning bullying and that he / she need not be afraid to ask for help.
- Remind your child that he/she must tell an adult at school if they feel they are being bullied and that they will know what to do about it.
- Parents also have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

## **Signs and Symptoms of a child experiencing bullying**

A child may display signs or behaviour that might indicate that he or she is being bullied. Parents should watch out for signs that your child is being bullied, or is bullying others. Parents and families are often the first to detect symptoms of bullying. Common symptoms include headaches, stomach aches, anxiety and irritability. It can be helpful to ask questions about progress and friends at school; how break times and lunchtimes are spent; and whether your child is facing problems or difficulties at school. Don't dismiss negative signs. Contact the school immediately if you are worried.

Parents should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering

- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- lost or destroyed clothing, books, electronics or jewellery
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has money continually "lost"
- has unexplained cuts or bruises
- comes home very hungry (snack has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received
- changes to eating habits, ie - stops eating or binge eating

Parents should also be aware of signs that might suggest a child is engaging in bullying behaviours:

- Getting involved in physical fights or verbal conflicts
- Having friends who bully others
- Becoming increasingly aggressive towards peer and/or adults
- Unexplained extra money or new belongings
- Unwillingness to accept responsibility for their actions
- Become worried about their status and reputation

### **The role of Students**

You have a responsibility to prevent bullying.

#### **If you are bullied, or you see someone being bullied:**

- Remember that it is not your fault. Nobody deserves to be bullied.
- Try to stay in a friendly group.
- Try to be confident even if you do not feel it, but remember walking away is not cowardly.
- If you are worried you can go to the Zone or OLC at lunchtime to be with other students.
- Keep a diary recording what happened, when, where, and with whom.
- Speak to the victim and ask them if they require any help and support
- You should not encourage the bully.

#### **Who you should tell:**

- Your Form Tutor
- Your College Learning Leader
- The school Safeguarding Team (Mr Connor-Hemming, Mrs Bunce, Mrs Preston and Mrs Penn)
- Any member of staff you feel happy to talk to, or feel you can trust
- Your parent, carer or anyone at home
- Your friend, if this helps
- In an emergency tell the nearest adult.

#### **When to tell:**

- If you are afraid – report the bullying as soon as you can.
- Otherwise – report the bullying when you are not in lessons – before school, at break, at lunchtime or after school. Staff will make time to listen to you.

## **Important!**

- It does not help to keep the problem to yourself. You need support, and students who bully need help so that they can change their behaviour.
- The problems are unlikely to go away if you ignore them, and they could get worse.
- Take a friend with you if you are worried about telling someone – your friend may help you.
- Staff will listen to you in confidence as far as they can, but you must be aware that they may have to pass on certain information to get you the help you need. They will always tell you what they are going to do.

## **Section 4 - Action to be taken when bullying is suspected**

In addition to bullying on the school site, under the Education and Inspections Act (2006), schools have the power to intervene and discipline students for their behaviour outside the school premises. This may include behaviour on public transport, outside local shops, in the city centre and on-line. This also includes school supervised activities such as trips, residential visits, school-based events in the community and work experience.

If an instance of bullying is identified, under any of the circumstances outlined above, the following action will be taken:

- The victim will be interviewed on their own and asked to write an account of events.
- The alleged perpetrator, together with all others who are involved, will be interviewed individually and asked to write an account of events.
- Parents of the alleged victim and perpetrator will be contacted by the Deputy Headteacher or College Leader.
- If appropriate, parents will be invited into school to meet with the Deputy Headteacher or College Leader.
- The incident will be recorded on CPOMS and outcomes/actions taken by either the Deputy Headteacher or College Leader.

Help, support and counselling will be given as appropriate to both the victim/s and the perpetrator/s.

We support the victim/s in the following ways:

- By offering them an immediate opportunity to talk about the experience with their class teacher, or another member of staff if they choose.
- Providing necessary support to ensure they are able to continue to attend school (ie – time out card, modified timetable, change of tutor or teaching groups, safe space at break and lunchtimes)
- Informing the victim's parents and explaining the actions taken by the school
- Signposting the family to local and national organisations that could offer support.
- Referring the child to Birmingham Children's Trust if there is reasonable cause to suspect the child is suffering, or is likely to suffer, significant harm as a result of the bullying.

We will support the perpetrator/s by talking about what happened to discover why they became involved. Other actions include:

- Informing the perpetrator's parents and working with them to eradicate this behaviour
- Working with the perpetrator to understand the motivations behind the behaviour and assess whether it reveals any concerns for the safety of the perpetrator.
- Continuing to work with the perpetrator in order to change prejudiced attitudes as far as possible.
- Signposting the family to local and national organisations that could offer support.
- Involving the Community Police Team to work with the perpetrator and their family
- Suggesting counselling accessed through the child's GP.

We will take appropriate disciplinary steps in line with the School's behaviour policy. Action must be appropriate to the age of the child but may include:

1. An official warning to stop offending.
2. Informing the perpetrator's parents.
3. Co-ordinating a 'Restorative Justice' mediation meeting between the victim and perpetrator.
4. Meeting with parents/carers to agree a Behaviour Contract.
5. Formal review of Behaviour Contract over an agreed period of time.
6. Formal internal or fixed term exclusions from school for the incident or if the bullying continues to persist.
7. Arranging a passport or managed move placement to another school.
8. Informing the police of on-going bullying concerns as necessary, particularly in the community, or Birmingham Children's Trust if the incident is dealt with as a safeguarding concern and the victim is suffering, or is likely to suffer, significant harm.

We will follow the restorative justice model of intervention, where appropriate, to ensure perpetrators fully understand the impact of their behaviour on their victims and help the victim to have an insight into their own behaviour as well as that of the perpetrator. The first time a bullying incident occurs, we will endeavour to use the 'no blame approach'. This focuses on encouraging students to empathise with one another and understanding each other's feelings. As outlined above, sanctions may be applied for the initial behaviour but there is a great emphasis on trying to restore or build relationships between those involved in order to agree a mutual way forward in the interest of all parties.

## **Section 5 – Peer on Peer Abuse**

Peer-on-peer abuse is abuse by one or more students against another student. It can manifest itself in many ways and can include bullying (including cyber-bullying), physical abuse, initiation/hazing violence and rituals, sexting, upskirting, sexual assault, gender-based issues and harmful sexual behaviours including sexual violence and harassment. Hillcrest School believes that all peer-on-peer abuse is unacceptable. Abusive comments and interactions should never be passed off or dismissed as 'banter' or 'part of growing up'. Nor will harmful sexual behaviour be dismissed as the same or 'just having a laugh'. In line with 'Keeping Children Safe in Education' (September 2020), all peer-on-peer abuse will be treated as a safeguarding matter.

## **Section 6 - What is Cyber-bullying?**

Cyber-bullying has been defined as –

"The use of technology, such as mobile phones, email, chat rooms or social media sites such as Facebook, Instagram, Snapchat and Twitter, to harass, threaten, embarrass, intimidate or target another person or group of people"

- Cyber-bullying can be an extension of face-to-face bullying.
- Our concern is that cyber-bullying invades home and personal space.
- Cyber-bullying is a form of bullying and can affect learners and staff.
- Cyber-bullying is not a specific criminal offence but laws concerning harassment and threatening behaviour may be applied.

Cyber-bullying and e-crime (a form of cyber-bullying) has many forms –

- Threats
- Intimidation and blackmail
- Harassment (repeatedly sending malicious messages on-line)
- Spreading malicious and abusive rumours
- Cyberstalking or trolling (repeatedly sending unwanted texts / messages)
- Mobbing an individual (a group who target one individual)

- Manipulation
- Sexting
- Happy Slapping (video recording of anti-social behaviour)
- Outing (publication of private information/images without consent or sharing personal secrets about someone on-line)
- Setting up website pages or accounts to invite others to post derogatory comments about another student or group of students
- Vilification/defamation
- Setting up false information or identities online
- Tricking someone into revealing information about themselves and then sharing it with others
- Identify fraud and identity theft
- Impersonating someone else when sending or posting mean or false information on-line
- Hacking into social networking sites and removing and circulating material which may be embarrassing or personal
- 'Chatting' on-line, ie – through Social Networks / Gaming sites
- Flaming (on-line fights usually through emails, instant messaging or chat rooms where angry and ruse comments are exchanged)
- Exclusion by intentionally leaving someone out of a group chat

It is essential to understand that some incidents of cyber-bullying may be unintentional and the consequences may also be unintentional.

It is important to stress those by-standers or observers of cyber-bullying may become perpetrators by allowing these actions to take place.

### **Hillcrest School's response to cyber-bullying...**

Cyber-bullying is a form of bullying. Students at Hillcrest School will understand and discuss cyberbullying through:

- The sharing of the definition of cyber-bullying
- This discussion of cyber-bullying and its forms
- The learning of our responsibilities in the use of ICT, and the sanctions for its misuse
- Agreed rules will be followed when using ICT in school (see Acceptable Use policy)

We will adopt our full range of anti-bullying strategies to combat this form of bullying. Additional strategies available to us in order to combat this form of bullying include –

- Monitoring the use of ICT during school hours.
- Confiscating any mobile phones that are used or visible in school at any time of the school day from the moment a student arrives in the morning to the moment they leave the school site at the end of the day
- Examining the data or files, where there is good reason to do so and without parental consent, on a mobile phone or other type of device in school
- Restricting access to ICT provision during school hours.
- Encouraging parents to monitor use of ICT outside of school hours.
- Providing learners with access to a range of means of reporting incidents causing concern.
- Working closely with the Police to report concerns at the earliest opportunity.

If parents / carers are concerned please contact the school. We would ask all parents / carers to:

- Be vigilant of how their child uses such technologies.
- Use the relevant safety 'tools' that are available to help monitor and manage the internet
- Keep any evidence of offending emails, text messages or online conversations

In addition to incidents in school, we reserve the right to contact the police and/or exclude a student from school for incidents of cyber-bullying or inappropriate on-line behaviour out of school. Such forms of behaviour bring the school community into disrepute. In such circumstances, we will talk the victim's parents through the range of options open to them, including referring their concerns directly to the police and setting monitoring/filtering systems on their child's devices at home.

**Hillcrest School**  
A Specialist Maths & Computing College and Sixth Form Centre



### ***Supporting the learning environment: Digital Media***

- Recording any member of the school community without their permission is not allowed
- The display, supply or posting of any such materials will result in a C5 exclusion
- The school does not take responsibility for inappropriate use of digital media outside of school hours or outside of the school premises. Such issues which affect the running of the school will result in the involvement of any appropriate agency (e.g. the Police) and the school following the 'Getting it Right policy towards the individual'.



## **Section 7 – Homophobic, Transphobic and Biphobic Bullying**

What is Homophobic bullying?

Homophobic bullying is bullying which is motivated by a prejudice against lesbian, gay, bisexual, transsexual or transgender people.

Homophobic bullying can be experienced by a variety of people –

- Young people who are lesbian, gay, bisexual, transsexual or transgender.
- Young people who are thought to be lesbian, gay, bisexual, transsexual or transgender.
- Young people who are different in some way.
- Young people who have gay friends or family.
- Teachers who may or may not be lesbian, gay, bisexual, transsexual or transgender.

Homophobic bullying can be carried out by a variety of people –

- Anyone.
- People who think lesbian, gay, bisexual, transsexual or transgender people should be bullied because they do something 'wrong'.
- People who may be gay themselves and feel angry about this.
- People who think gay people have fewer rights than heterosexual people.
- People who think gay parenting is wrong.

Homophobic bullying can look like other forms of bullying –

- Physical Bullying (including hitting, punching, kicking, sexual assault and threatening behaviour)
- Verbal Bullying (including spreading rumours about another person's sexuality or gender identity, suggesting that someone is inferior as a result of their sexual orientation/gender identity)
- Cyberbullying (using on-line spaces to spread rumours about someone or exclude them. It can also include text messaging, including video and picture messaging)

## Hillcrest School's response to homophobic bullying...

Keeping Children Safe in Education (September 2019) states that it is the duty of all schools to safeguarding and promote the welfare of all students. LGBTQ pupils are entitled to an education free from bullying, abuse and harassment.

A 2018 UNESCO report on experiences of LGBTQ children and young people concluded:

- 45% of LGBTQ pupils – including 64% of trans pupils – were bullied for being LGBTQ in British schools with 50% hearing homophobic slurs 'frequently or 'often' at school.
- More than four in five trans young people have self-harmed, as have three in five LGBTQ young people who aren't trans
- LGBTQ young people are twice as likely to be bullied compared to non-LGBTQ young people

At Hillcrest, we will ensure homophobic bullying and language is challenged and dealt with appropriately. We aim to create an environment in which LGBTQ staff, volunteers, parents, carers, children and young people are safe and free to be themselves and experience acceptance from the school community.

In addition to following our Anti-Bullying Procedures we will also ensure that the following guidance is followed -

- Homophobic bullying is not acceptable under any circumstance
- We will ensure that learners are aware that homophobic language will not be tolerated in school or the community
- All incidents of homophobic language will be recorded and dealt with appropriately.
- If a learner uses homophobic language, we will ensure that they are aware of the effects such language has on people.
- If a learner makes persistent remarks they will be subjected to our Behaviour Policy and our Anti-Bullying Policy. The parents of such a learner will be contacted immediately. In the event of the problem continuing, the parents will be invited into school to discuss further sanctions and the police may be called into school to speak with the student/parents. We will also offer support to learners and parents in order for them to fully understand the consequences of such language or behaviour and will provide support if necessary.
- The school works hard to ensure that prevention is the first step in our strategy to remove homophobic bullying. The use of PSD lessons, assemblies, guest speakers and our support staff play a crucial role in this aspect of our strategy. As part of the wider curriculum, we teach students about LGBTQ rights movements and LGBTQ people's involvement in culture, music, science, politics and philosophy in the UK and globally. In addition, the curriculum is designed to explore healthy same sex relationships, the value of marriage and civil partnerships, challenge gender stereotypes, to ensure diverse families, sexual orientations and gender identities are represented in teaching across all subjects.
- We will listen to the views of LGBTQ people in our school community and use this feedback to inform policy, procedure and teaching content and strategies. In addition, we will utilise local community organisations to bring new perspectives, resources and approaches into the school community.

The school reserves the right to exclude a student from school for incidents of homophobic bullying. This may be either an internal or external exclusion based on the nature and severity of the incident.

## **Section 8 - Bullying around Race, Religion and Culture (Racist Bullying)**

What is Racist Bullying?

The term refers to a range of hurtful behaviour, both physical and psychological, that makes a person feel unwelcome, marginalised, excluded, powerless or worthless because of their colour, ethnicity, culture, faith, community, national origin or national status.

Under the current political climate we endeavour to empower our students to be resilient against the pressure being placed on young people from different forms of extremist ideologies, i.e. – English Defence League (EDL) and Islamic State (ISIS / ISIL). As a result of the increasing use of social media, young people are being drawn into joining extremist groups and undertaking actions that are designed to deliberately offend or hurt other religious and racial groups. In addition, we recognise the growing impact of right-wing extremism in the UK and seek to ensure all members of our school community are valued and respected irrespective of their nationality, ethnicity or country of birth.

Racist bullying can be experienced by a variety of people:

- Young people from all ethnic groups.
- Young people who are thought to be from a particular ethnic group.
- Young people who have different religious or cultural beliefs.
- Young people whose friends or family are from different ethnic groups.
- Young people whose friends or family hold different religious or cultural beliefs.
- Teachers who are from different ethnic groups.
- Teachers who hold, or are believed to hold, different religious or cultural beliefs.

Racist bullying can be carried out by any member of the school community.

Racist bullying can take the form of other types of bullying –

- Physical Bullying (including wearing provocative badges or insignia, refusing to co-operate in work or in play)
- Verbal Bullying (including name-calling, racist jokes and offensive mimicry)
- Cyberbullying (including inciting others to behave in a racist way)
- Distributing extremist literature in the community
- Racist graffiti or other written insults, even against food, music, dress or customs.

### **Hillcrest School's response to racist bullying...**

In addition to following our Anti-Bullying Procedures we will also ensure that the following guidance is followed –

- As outlined in our commitment to British Values, any form of racist bullying is not acceptable.
- We will ensure that learners are aware that racist bullying will not be tolerated in school
- All incidents of racist bullying will be recorded and dealt with appropriately.
- If a learner uses language that may be considered racist we will ensure that they are aware of the effects such language has on people.
- If a learner makes persistent remarks they will be subjected to our Behaviour Policy and our Anti-Bullying Policy. The parents of such a learner will be contacted immediately.
- In the event of the problem continuing, the parents will be invited into school to discuss further sanctions.
- We will also offer support to learners and parents in order for them to fully understand the consequences of such language or behaviour and will provide support if necessary.

- The school works hard to ensure that prevention is the first step in our strategy to remove racist bullying. The use of PSD lessons, Assemblies, Guest Speakers and our Support Staff play a crucial role in this aspect of our strategy.
- The use of self-reflection is an integral part of our policy and every attempt to ensure that members of the school community who use racist language or behaviour are given the opportunity to reflect on the consequences of their actions will be used.
- All students undertake annual PSD sessions to focus on promoting and embedding the 'British Values' as part of the wider PREVENT and Community Cohesion agenda.

The school may deem it necessary to contact the Police or make a referral to CASS (Children's Social Care) depending on the severity of the situation and level / nature of the incident.

Any form of racist behaviour towards another student(s) will result in an exclusion. This may be either an internal or external exclusion based on the nature and severity of the incident.

## **Section 9 - Bullying linked mental health issues**

Research suggests that a young person's mental health (actual and perceived), learning difficulties, disability or long-term health conditions may put them at risk of being bullied. Young people experiencing difficulties around mental health can be particularly at risk because of the stigma associated with having a mental health problem, specifically young people who display high levels of shyness or withdrawn behaviours, tend to be anxious or fearful, are insecure or have low self-esteem. Research shows those who self-harm are more likely to be bullied.

We recognise that bullying affects young people's mental health, emotional well-being and identity. Research shows that some young people develop mental health issues as a result of being bullied.

### **Hillcrest School's response to any form of bullying linked to a mental health issue ...**

- The school curriculum promotes inclusivity and creates a climate of understanding and acceptance in relation to mental health issues.
- The topic of mental health is covered sensitively in PSD lessons and whole school assemblies to highlight the impact bullying can have on a person's emotional well-being and mental health.
- Curriculum coverage de-stigmatises mental health issues and encourages students to use appropriate and non-derogatory language about mental health and emotional well-being.
- PSD sessions and assemblies focus on raising awareness that mental health is not restricted to older generations and shares positive examples of how young people have coped with a range of issues.
- Staff undertake training to raise awareness of the indicators of mental health issues in young people and the range of support they can provide in such cases. This allows staff to confidently challenge the language and behaviour of students when it stigmatises mental health or when verbal abuse is used against others.
- Our Learning Mentor is trained to support students experiencing a wide range of mental health issues and offers regular drop-in sessions with Forward Thinking advisors.

The school reserves the right to exclude a student from school for bullying incidents linked to physical or mental health issues. This may be either an internal or external exclusion based on the nature and severity of the incident.

## **Section 10 – Sexual Bullying**

What is sexual bullying?

Bullying includes an imbalance of power – and some children may be more vulnerable to coercion and control – a key characteristic of sexual bullying. There are a lot of wider pressures that have influenced the increase in sexual bullying (e.g. the way sex is portrayed in films and increased access to pornography). This can influence how young people see and understand sex and make

them feel pressured to act in a certain way. Sexual bullying is on a spectrum and can progress to sexual assault. This behaviour can be between children of any gender and/or sexual orientation.

Children may be particularly susceptible to this form of bullying as often victims are uncomfortable or confused about what is happening and may feel that they are willingly involved, but not understand that the behaviour is harmful. This can be exasperated for children who may find it hard to understand and communicate their feelings.

The type of behaviour within a school environment that could constitute sexual bullying includes:

- Sexual harassment, upskirting, comments, taunts, innuendoes, propositions and threats;
- Inappropriate physical contact that makes the recipient feel uncomfortable or scared (this can include hugging and kissing);
- Distributing sexual material (including pornography) and sending photos or videos of a sexual nature;
- Making phone calls and sending texts or messages of a sexual nature;
- 'Games' with a sexual element that may make a child or young person feel uncomfortable or scared (e.g. taking clothes off, kissing or touching games);
- Pressure to spend time alone or apart from others with another person, or people, that makes the person feel uncomfortable or scared (e.g. behind school buildings, in the toilets or changing rooms, in the field);
- Pressure to be in a relationship with another person, or to engage in a sexual act with another person – both inside and outside of school;
- Sexism in all its forms; pressure to conform to particular gender 'norms' (e.g. pressure on children to have multiple partners, or pressure on boys and girls to be heterosexual).

### **Hillcrest School's response to sexual bullying.....**

We are committed to creating an environment where sexism is not tolerated; where personal space of students and staff is respected; where sexist language and comments are challenged, and where students and staff feel empowered to say no to any unwanted behaviour directed towards them. We take a strong approach against all forms of sexism and gender inequality.

We recognise that all children need support to understand about puberty and sexual development; to recognise harmful sexual behaviour; to learn about consent, and to communicate concerns about sexual bullying.

Key principles for prevention of sexual bullying at Hillcrest School include:

- We openly talk about these issues with students and, as part of the wider curriculum, explain sexual development, and harmful sexual behaviour in an age and development appropriate way to our students. Our curriculum reinforces the message that 'no means no' and that regardless of their age, developmental needs, or disability, all students need to be empowered to say no to any physical touch or approach that makes them feel scared or uncomfortable.
- As part of our curriculum and whole school ethos, we teach students about and model examples of respectful relationships. This includes challenging all forms of sexism and sexual name-calling or comments, respecting personal space, loving and valuing your own body, not judging someone else for their experience or preference, and showing kindness and understanding to others who may be different to you or may have had different experiences in life.
- Our Safeguarding Team train all members of staff on different forms of bullying. As a result, we have a consistent approach and staff feel empowered to challenge sexual bullying in all its forms – including sexism and sexual comments.

Any concerns about sexual bullying should be reported immediately to the safeguarding team. Once a concern is reported the DSL will follow guidance outlined in the 'Relationship and Sex Education' and 'Child Protection' policies. The safeguarding team will consider the following questions when investigating an alleged report of sexual bullying or harassment before deciding on any actions that may need to be taken (i.e. – referral to the police or Children's Social Care, or imposing any sanctions outlined in our behaviour policy):

- Is the behaviour in the context of a particular type of relationship (e.g. a 'romantic' relationship where there may be pressure to please)?
- Is there a power imbalance between those involved (e.g. age difference, physical strength and capability, emotional development)?
- Are those involved equipped to describe their wants and desires and to give consent?
- Is the behaviour age appropriate and appropriate to the level of development of the person involved – or could the person have been coerced into a type of behaviour?
- Is the behaviour potentially harmful or risky? (e.g. the distribution of sexual photos or video content).
- Is the behaviour appropriate to the school environment whether or not you consider it to be consensual?

The school reserves the right to exclude a student from school for incidents of sexual bullying. This may be either an internal or external exclusion based on the nature and severity of the incident.

## **Section 11 – Support**

In all cases, alleged or proven incidents of bullying of any form, the school will endeavour to provide appropriate support to both the victim(s) and perpetrator(s). This may involve making a multi-agency 'Early Help' referral, liaising with our Community Police Officer or signposting students and their families to support agencies online or in the community, including PAUSE, NSPCC, Young Minds, Birmingham LGBTQ. Students will be able to access support from Mrs Bunce (Learning Mentor), Mrs Preston (SEND HLTA) or their respective College Leader.

In addition, students can request support from our team of Anti-Bullying Ambassadors, Peer Mentors or Transition Mentors. If a student would prefer to speak to another student about any concerns they have, they should speak with Mr Connor-Hemming (Deputy Headteacher) to arrange an appointment or refer themselves directly to the Anti-Bullying Ambassadors, who meet with students each day on the school Ringway. (12.30-1.05).

## **Section 12 - Resources**

Further guidance may be accessed at:

<http://www.bullying.co.uk/bullying-at-school/>  
<http://www.education.gov.uk/schools/pupilsupport/behaviour/bullying>  
<http://www.cyberbullying.org/>  
<http://www.education.gov.uk/schools/pupilsupport/behaviour/bullying>  
Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)  
Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)  
Advisory Centre for Education [www.ace-ed.org.uk](http://www.ace-ed.org.uk)  
Children's Legal Centre [www.childrenslegalcentre.com](http://www.childrenslegalcentre.com)  
Bullying Helpline – 08451 205 204  
Parentline Plus [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

Advice can be obtained from the Child Exploitation and Online Protection Unit (CEOP).

## **Section 13 - Monitoring and Review**

The effectiveness of this policy is monitored on a day-to-day basis by the Headteacher, who reports to Governors on request. This policy is reviewed every two years or earlier if deemed necessary.

Date: July 2020

Review Due: July 2021