



SOUTHBOROUGH
HIGH SCHOOL

Anti-Bullying Plan

September 2013



This plan outlines the processes for preventing and responding to student bullying at Southborough High School.

At Southborough High School we are committed to providing a safe and caring School where any form of bullying is not tolerated.

Identifying Bullying Behaviour

Bullying is intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure on others. Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination and intimidation of others.

A definition of bullying is fundamental to the purpose our policy and this action plan.

'Bullying is behaviour which can be defined as the repeated attack (physical, verbal, emotional or psychological) by an individual or a group deemed to be in a position of power, on one or more who is deemed to be powerless to resist, with the intention of causing distress for their own gain or gratification.'

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (eg hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on, the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: all areas of internet, such as email and internet chat room misuse/mobile phone threats by text messaging and calls/misuse of associated technology i.e. camera and video facilities



Strategies to prevent bullying

The school implements a number of strategies to promote harmony and prevent bullying. These include:

- A widely based student leadership program where many students have the opportunity to develop and refine a range of skills. The Prefects and SLT in 6th form provide a number of services such as study support sessions, life mentoring, sports leaders and peer mentoring to all other students in the School.
- The learning experiences provided in all PSHE days, lessons and PSHE mornings along with key issues being delivered across the curriculum which address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment.
- Activities such as The Duke of Edinburgh Award Scheme, Outward Bound project and the proposed introduction ACF provides students with the opportunity to assist others.
- Tutors and pupils deliver a robust Anti-Bullying week programme in November.
- Assemblies throughout the Year help raise the awareness of bullying, different types of bullying and the support in place if you feel you are being bullied.
- The Peer Tutoring Program where trained Year 10 students provide peer support to Year 8.
- Team building and other activities for PSHE days for Year 7, Year 8, and Year 9.
- Pastoral Support Offices available to all Year groups to provide pastoral support and care both inside and outside of School.
- An Educational Welfare Officer that works closely with the School to make home visits for concerned pupils.
- The availability of 'CareNet'. This is an online Child Protection service to report any concerns of bullying to the School's Child Protection Officer.
- Kingston Young People Health Workers attend the School to provide extra support and advice on bullying issues.
- The School has a School counsellor available to all pupils and staff if specialised support is needed.
- Induction training to all staff on Child Protection and anti-bullying.



Strategies to deal with bullying

The school has a range of strategies to deal with different types of conflict and bullying when they arise.

- All victims of bullying must make sure to report any form of bullying to any member of teaching staff, support staff, office staff or site staff at Southborough High School. This will then be forwarded on to the relevant member of staff to deal with the case.
- For each and every incident of bullying that is reported there will be a Designated Anti-Bullying Leader (DABL) attached to the case that will be solely responsible for investigating, before and after, any reports of bullying.
- All incidents that may be regarded as bullying must be reported, regardless of how small it may seem to the victim.
- Pastoral Support Officers are available before School, lunchtimes and after to School to help deal with any concerns of bullying.
- Life mentor prefects are available every lunchtime to offer support and guidance.
- The school counsellor is available to provide specialised help and support to the victim and the victim's family.
- Each form class has a student council member. Incidents can be reported to the student council rep that can bring this to the student council meetings.
- In cases of significant bullying (extremely rare at Southborough) parents are involved with the Assistant Headteacher in the development of the Anti-Bullying Action Plan (ABAP). This includes support by the School Counsellor.
- All staff and families are issued with the Southborough High School Handbook in Year 7. This includes the role and responsibilities of students, parents and staff in dealing with Bullying.





222 Anti-Bullying Action Plan (ABAP)

The 222 ABAP ensures all cases of bullying are robustly investigated at the time of the incident and also followed up with meetings 2 days, 2 weeks and 2 months after the incident has been reported.

Pupils name:	Tutor group:	DoB:	DABL:

<u>Meeting 1</u> : 2 days after the incident being reported	Date:
Notes on meeting:	
Further actions by DABL if needed:	

<u>Meeting 2</u> : 2 weeks after the incident being reported	Date:
Further actions by DABL if needed:	

<u>Meeting 3</u> : 2 months after the incident being reported	Date:
Further actions by DABL if needed:	



