

**HUGH SEXEY
CHURCH OF ENGLAND MIDDLE SCHOOL**



Pupil Well-Being Policy (Incl. Anti-Bullying)

This policy should be taken as part of the overall strategy of the school and operated within the context of our vision, aims and values as a Church of England School

Vision

At Hugh Sexey Church of England Middle School, we strive to create a caring Christian community, where diversity is celebrated and all are empowered to achieve their full potential. Living out our core Christian values, we aim to provide a happy, fair and safe environment, to enable our children to be reflective, confident and open-minded global citizens of the future.



Date	Author	Date for Revision
Sept 2024	DHT - MD	Sept 2026

This policy is on our website www.hughsexey.com

Introduction

At Hugh Sexey, we aim to foster an ethos of respect and care for each other and each other's belongings. We recognise the need to provide a safe physical and emotional environment for our pupils. We believe in the welfare of children and promote their right to be safe. The anti-bullying policy forms part of the core behaviour policy and to encapsulate the ethos, spirit and aims of our school, we have agreed the following 'Statement of Intent'.

The school will provide a secure, caring, Christian community where everyone can learn their own self-worth in an atmosphere of tolerance, mutual respect and co-operation. We intend the school to be a happy and enjoyable place to work, which will provide the opportunity for every child and adult to fulfil their potential in an attractive, well-resourced and stimulating environment. We will encourage pupils to become confident, independent learners who are able to contribute positively to the school and the community in which they live so they can take their full place in society secure as individuals, whilst able to respect the needs and values of others.

In line with this statement, the core principles underpinning this policy are:

- Pupil well-being and the promotion of positive mental health are a priority.
- All bullying of any sort is unacceptable.
- Pupils who experience bullying will be supported.
- We recognise and place high importance on an individuals' feelings of self-worth and actively promote an anti-bullying culture among pupils.

The pupil Well-Being Action group have co-constructed the Well Being Charter below. Pupils are encouraged to **THINK TWICE** with regards to their behaviour towards others.

Hugh Sexey Church of England Middle School. Well-Being Charter.

At Hugh Sexey we THINK TWICE:

Before we speak -

T – is it true?

H – is it helpful?

I – is it inspiring?

N – is it necessary?

K – is it kind?

And before we act -

Treat others the way we want to be treated.

Welcome and support others; always be a good friend.

Include everyone and notice people on the Buddy Bench.

Challenge any behaviour we don't like and report it to staff.

Empathise and show kindness towards others. Always share and offer help to others.

It is these qualities and behaviours that empower our pupils to support each other and do the right thing if they should encounter negative behaviour.

What is bullying?

Bullying involves dominance of one person by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour.

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period
- Difficult for victims to defend themselves against.

It can take many forms, but the main types are:

- Physical – hitting, kicking, taking another's belongings
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones/social networking sites.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we will pay attention to:

- Racial harassment and racist bullying
- Sexual bullying
- The use of homophobic language
- Bullying of pupils who have special educational needs or disabilities.

Promoting Positive Well-Being in School

Pupils are actively encouraged to look out for one another and recognise that their actions and language towards others has a significant impact on the way others feel. Bullying will not be tolerated. We make this clear in the information we give to pupils and parents when they join our school. Our school's Behaviour and Rewards Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other. We also draw on the school's Curriculum and promote appropriate behaviour through direct teaching in PSHE, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum is used to:

- Raise awareness about bullying and our anti-bullying policy.
- Increase understanding for victims and help build an anti-bullying ethos.
- Teach pupils how constructively to manage their relationships with others.

Other Methods of Promoting Anti-Bullying Include:

- Assemblies, role- plays and stories through the PSHE programme are used to show how pupils can prevent bullying, and to create an anti-bullying climate in school.
- We will publish our anti-bullying policy on the school web-site and involve all stakeholders in its construction and review.
- The **Pupil Wellbeing Charter** is displayed around the school and in classrooms to remind pupils of their rights and responsibilities with regards to the promotion of Anti-Bullying.
- Posters around school will tell pupils what to do if they are bullied, or see others being bullied, and information about Childline and other sources of confidential help will also be displayed.
- Our **Well Being Ambassadors** offer a forum in which concerns about bullying can be discussed on a regular basis.
- We regularly ask pupils whether they feel safe in school and we will supervise and try to eliminate any unsafe areas which they report to us. Our **Bully Box** in school and the **Beat Bullying** platform on the VLE give pupils opportunity to report concerns regularly and without the threat of speaking to a member of staff directly.
- We will provide regular training/reminders for teachers and non-teaching staff on spotting the signs of bullying and how to respond to it.
- Our buddy system links pupils in Year 4 at the First School with Year 7 pupils at Hugh Sexey.
- A well-established house and tutor system ensure every pupil has daily contact with their tutor.
- By having separate toilets / social spaces for Key Stage 2 and Key Stage 3 pupils;
- By offering lunchtime clubs and activities to positively engage pupils during social time.
- By employing Circle of Friends as appropriate and supported through the POD.
- Restorative Justice mediation facilitated by trained staff.

Our Responsibilities

Everyone within school is expected to:

- Act in a respectful and supportive way towards one another
- Adhere to and to promote the objectives of this policy.

Pupils are expected to:

- Report all incidents of bullying and suspected incidents that victims may be afraid to report.
- Support each other and to seek help to ensure that everyone feels safe and happy and nobody feels excluded or afraid in school.

Parents and carers can help by:

- Supporting our anti-bullying policy and procedures.
- Encouraging their children to be positive members of the school community.
- Discussing with their child's teacher any concerns that their child may be experiencing bullying or if they are unhappy in some other way.
- Helping to establish an anti-bullying culture outside of school and online.

Responding to Incidents

Pupils who have been bullied can report this to:

- Their identified trusted adult in school
- Any member of staff (Teachers, Teaching Assistants or Midday Supervisors)
- Their parents
- A friend
- Bully Box
- Beat Bullying

Pupils who witness others being bullied will report it to any of the above.

Members of staff who receive reports that a pupil has been bullied should report this to

The relevant Tutor of the pupil concerned on the HSMS Bullying Report Form.

All reports will be taken seriously and will be followed up by the Year Leader or member of SLT. The tutor and Year Leader will follow the HSMS Tiered Response to Bullying and in discussion with the victim, formulate a plan to resolve the concern.

Reports of bullying will be logged on SIMS by the Year Leader.

Where bullying is of a racist nature, we will report this to the Local Education Authority using the Somerset Racial Incident Report Form.

Work with pupils who have been bullied could involve some or all the following and will follow the HSMS Tiered Response.

We will provide support to pupils who are bullied. They will be reassured that they do not deserve to be bullied and this is not their fault. We will assure them that it was right to report the incident. We will encourage them to talk about how they feel and will try to ascertain the extent of the problem. Victims will actively engage in making choices about how the matter may be resolved. We will try to ensure that they feel safe and will discuss strategies for being safe and staying safe. We will ask them to report immediately any further incidents to us and will affirm that bullying can be stopped and that our school will persist with intervention until it does.

- We will speak with the pupil (or pupils) involved in bullying separately.
- We will listen to their version of events and will talk to anyone else who may have witnessed the bullying.
- We will reinforce the message that bullying is not acceptable, and that we expect bullying to stop and will seek a commitment to this end.
- We will consider sanctions under our school's Behaviour & Rewards Policy.
- We will advise pupils responsible for bullying that we will be checking to ensure that bullying stops.
- We will ensure that those involved know that we have done so.
- When bullying occurs, we will contact the parents of the pupils involved at an early stage.
- We will keep records of incidents that we become aware of and how we responded to them.
- We will follow up after incidents to check that the bullying has not started again.
- We will also work with pupils who have been involved in bullying others to ascertain the sort of support that they themselves need.

Bullying Outside the Premises and Out of School Hours e.g. text, cyber bullying

Schools are not directly responsible for bullying that occurs off the premises, but we know that bullying can occur outside the school gates and on journeys to and from school. Where a pupil or parent informs us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the Headteacher of any other school whose pupils are bullying.
- Talk to the police where this is deemed necessary.
- Encourage parents and carers to intervene and block the threat from making further contact.
- Encourage all misuse of Social Media platforms be reported to the provider.
- Encourage all malicious communication to be reported to CEOP.

The DfE says that, "exceptionally failure to take disciplinary steps to combat harmful behaviour outside the school might breach the school's common duty of care." Legal Services advise that schools can take disciplinary action against pupils for incidents that occur outside of school.

Concerns, Complaints and Compliments

We recognise that there may be times when parents and carers feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the Assistant Headteacher's notice. If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school's Complaints Procedure a copy of which may be viewed on the website or a paper copy obtained from the school office.

We would also be pleased to receive compliments – feedback when things have gone well.

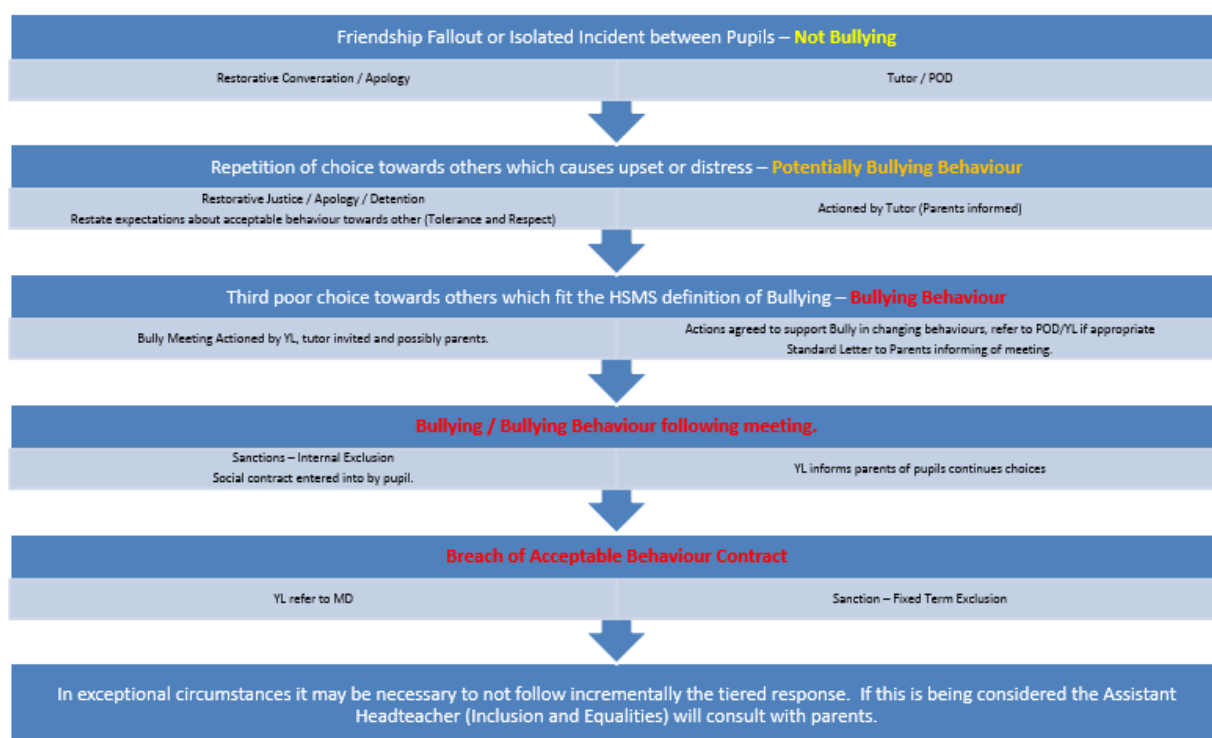
Evaluating Our Policy

We will evaluate our anti-bullying policy using the following measures:

- The numbers of incidents that are reported to staff over a given period.
- Pupils' perceptions of bullying in school through structured discussions in class time.
- The number of days of absence which are thought to arise because of bullying.
- We will investigate patterns of absence to ensure that children are not taking unnecessary days off school due to fear of being bullied.
- The number of complaints and compliments that we receive from parents.
- From the comments made by visitors and other people connected with the school.

Appendix 1

HSMS Tiered Response to Bullying.



Pupil Well Being Charter

Being kind to each other matters.
When it comes to our behaviour, we **THINK TWICE**

Before we speak we consider...

We are kind to others so we...

T - Is it **true**?

H - Is it **helpful**?

I - Is it **inspiring**?

N - Is it **necessary**?

K - Is it **kind**?



Treat others the way
we want to be treated
ourselves

Welcome and support
others and try to be a
good friend

Include everyone and
show compassion to
those in need

Challenge any behaviour
we don't like, report
it and trust staff to act

Empathise and show
kindness towards others.
Share and offer to help