



Values and Principles

All teachers and staff at Park High School want to ensure you can learn as much as you can in a supportive, caring and safe environment without the fear of being bullied. Bullying is an anti-social behaviour and can affect anyone and everyone, even adults and staff in the school. Bullying is not acceptable behaviour and the school will not tolerate bullying in any shape or form because it harms those who bully, those who are bullied and those who watch. If bullying happens to you or you see it happening to someone else in school, you should know who to tell. Any incidents of bullying will be dealt with immediately and the bully will be disciplined and then constantly watched by staff in school. Bullying is so serious that in the end it could result in the bully being excluded from school.

It is important that you understand what would be unacceptable behaviour so we have what is called a policy to help you. The aim of the policy is to:

- increase your awareness and to encourage you to report concerns regarding bullying
- to protect and support you and reassure you if you experience any bullying
- to help you to be confident and have belief in yourself
- to help you to develop an emotional strength which is a deterrent for bullies and as a school to reject any such behaviours, i.e. we have an anti-bullying code throughout the school

Which Teachers Lead the Way?

These are:

Mr G Jackson (Deputy Headteacher Behaviour – DSL)

Mrs J Casper Smith (Assistant Headteacher– Personal Development /DSL Assistant)

Mrs A Coward (Director of Student Progress and Well-Being)

Other Staff

Head of Year 11-	Mr J Tillotson Miss Hollier
House Dragon	Director of House (Miss Towers) Assistant Director of House (Mr Heath)
House Griffin	Director of House (Mrs Cassidy-Heafield) Assistant Director of House (Miss Davy)
House Pegasus	Director of House (Mr Spencer) Assistant Director of House (Miss Hunt)
House Phoenix	Director of House (Mrs Bridges) Assistant Director of House (Mr Curran)

Of course, you can approach any teacher or member of staff within school if you see or experience any incidence of bullying.

What is Bullying?

Bullying is very bad, usually often repeated behaviour from one person or a group of people that is intended to hurt another person or group. The effect can be physical or emotional and even both.

Such behaviour constitutes bullying if:

- **the bully keeps on doing it and it is being done on purpose**
- **the bully or bullies are wanting to cause harm to you or another person**
- **it makes you or someone else feel vulnerable, powerless and helpless**

Staff at Park High School know that bullying can affect how you feel about yourself, can knock your confidence and have some damaging consequences including long-term psychological harm which may then affect your ability to concentrate and learn which in turn can inhibit reaching your full potential at school and when you leave school.

Specific types of bullying include:

- **Physically harmful behaviour:** Pushing, kicking, hitting, pinching, and other forms of physically abusive behaviour
- **Emotionally harmful behaviour:** such as taunting, spreading hurtful rumours and excluding people from groups, or cyber bullying and can be further identified as
- **Verbal:** Name-calling, sarcasm, spreading rumours, persistent teasing. This now includes messages by mobile 'phone and e-mail.
- **Emotional:** Making you feel isolated, tormenting, ridicule, humiliation.
- **Racist:** Racial taunts, graffiti, gestures
- **Sexual:** Unwanted physical contact or abusive comments.
- **Homophobic:** Any hostile or offensive action against lesbians, gay males or bisexuals or those perceived to be lesbian, gay or bisexual
- **Cyberbullying:** mobile threats by text messaging and calls; all areas of internet such as email and chat room misuse; misuse of associated technology e.g. camera and video facilities and use thereof to deliberately upset someone else. (PLEASE SEE SEPARATE CYBER BULLYING POLICY)

What You Can Do



(Click on the picture to be taken to the report bullying page)

If you feel you are being bullied, it is very important that you let a member of staff know so that all staff can then become aware of the problem, not just for you, but it is likely that it will be happening to other students as well, maybe your friends. It is important to report bullying so that further investigations can be made. Talk to your mum and/or dad or carer or even a good friend. The effects of bullying can be many-fold, including making you feel you do not want to go to school or frightened to walk there and it can even disrupt your sleep, make you feel physically poorly, afraid and even result in developing a coping mechanism of aggressive behaviour. That is why it is so important that you talk to someone you

trust if you feel you or someone else is being bullied. We are here to help if you ever find yourself being bullied.

Prevention

Whilst we know bullying sometimes can happen in school, we do all we can to prevent it happening in the first place. Some ways we do this are by informing all students of Park of the school's zero-tolerance policy and what will happen if there are incidents of bullying in school. We do this through assemblies, in class, E-safety lessons, and a week of Anti-Bullying awareness in November. Park's focus is the development of strong anti-bullying messages and constant monitoring. Peer Mentors are also available for extra support and for students who are considered more vulnerable, extra measures are put into place. Parents are kept up-to-date on how the school is dealing with such issues via the school Website, newsletters and evening events such as new Year 7 evenings and consultation evenings.

Parental Involvement

Park High School committedly works with your parents/carers and professionals to achieve the best outcomes and we know that parents/carers are a massively important influence on you and your fellow students. We actively encourage parents/carers to become involved, whether you are the victim of bullying or you are the one doing the bullying. We encourage parents/carers to share their concerns as soon as possible if you have become a victim of bullying and for them to work with the school to keep you safe. Your parent/carer can contact your form tutor and/or director of house with any concerns they have.

How Staff Make the Policy Work

All staff are involved in making sure the Anti-Bullying policy is carried out and take responsibility for making sure where there are incidences of bullying, that the victim will receive the full support needed and the bully is made aware of the unacceptable behaviour and the consequences which including being placed on record. Staff want you to come forward if you experience any type of bullying and you can be assured that action will be taken.

Incident Management

Firm and decisive action will be taken to deal with any incident of bullying witnessed by or reported to any member of staff. Report any bullying to a trusted adult which can be done by the bullying link on the website, by text message to the Attendance Coordinator or by E-mail. When a member of staff receives information, either directly or indirectly, that you, a friend of a member of staff may have been the victim of a bullying incident, this report will be taken seriously and investigated and recorded which in turn will be used to record all following necessary actions.

You can be assured that the school will offer a proactive, sympathetic and supportive response to you if you ever find yourself the victim of bullying. Your individual needs will be very much taken into account in how we respond but would include the following:

- immediate action to stop the incident and secure your safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that you are not responsible for the behaviour of the bully
- strategies to prevent further incidents
- sympathy and empathy
- offer of counselling

- assertiveness training
- extra supervision/monitoring
- creation of a support group
- peer mentoring
- informing/involving parents
- adult mediation between the bully and you as the victim
- arrangements to review progress
- This will be followed up regularly to ensure that bullying has not resumed.