



**COLNE VALLEY  
HIGH SCHOOL**

# Anti-Bullying Policy

## 2024-2025

|                                |                      |                          |          |
|--------------------------------|----------------------|--------------------------|----------|
| <b>Approved by:</b>            |                      |                          |          |
| <b>Responsible department:</b> | Personal Development |                          |          |
| <b>Last review date:</b>       | November 2024        | <b>Last reviewed by:</b> | B Murray |
| <b>Last updated:</b>           | [Date]               | <b>Last updated by:</b>  |          |
| <b>Next review due :</b>       | [Date]               |                          |          |

## **Rationale**

Every person has the right to feel safe in the Colne Valley High School (CVHS) and enjoy their education or work without the threat of bullying behaviour. Our approach is to build self-esteem and confidence and for our policy to be consistent in approach across the Academy. We intend that the policy is clearly understood and shared by all, including students, staff and parents.

## **The definition of bullying at Colne Valley High School is that:**

“Bullying is repetitive, deliberate behaviour that upsets the victim. It is behaviour that is targeted and selective and can be direct (physical or verbal) or indirect (e.g. being ignored or cyber-bullying). It may be committed by one person or a group. Bullying may be verbal or physical and will not be tolerated in any form whatsoever. If you are a victim of bullying, or if you observe incidents happening to others, do not hesitate to inform a member of staff.

Our student professional standards defines our expectations with regard to bullying.

### **Bullying: Student Rights**

As a member of CVHS you have the right:

- To live your life in peace and safety;
- To be an individual and be proud of being different;
- Not to be bullied;
- To say ‘no’ firmly to anything you think is wrong;
- To protect yourself by ignoring others or by walking away;
- To tell a member of staff if someone is making you unhappy.

### **Bullying: Student Responsibilities**

As a member of CVHS, the Academy expects you:

- Not to put up with any form of bullying;
- To work with others to stop bullying;
- To inform a member of staff of any form of bullying;
- Not to be afraid of reporting any incidents. If you do nothing, it might suggest that you are supporting the bullying;
- Not to put up with bullies in your group of friends.

**If bullying is suspected we will:**

- Talk to the suspected victim and any witnesses individually and take written statements from them;
- Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated;
- Record all incidents of bullying;
- Use restorative justice/mediation procedures where appropriate;
- Involve all concerned together to discuss the issues if agreed by all parties;
- Support and empower to resolve the conflict and understand their role in the issues;
- Inform parents where appropriate;
- Follow up with further discussions with individuals as and when appropriate;
- Give a verbal, formal warning or serve a fixed-term exclusion, or isolation, as appropriate.

**Prevention and strategies to reinforce our Policy on Anti-Bullying:**

- Students are made aware of the strategies to deal with low level issues and what to do in different situations including situations of cyber-bullying;
- The use of curriculum opportunities to raise student awareness eg through a half term cycle of education around anti-bullying within the Form Time programme and provide contextual opportunities through subjects such as English, Drama and PSHE;
- We ensure that online safety is frequently discussed and highlighted in Year Group Assemblies.
- The half term cycle includes student surveys to enable students further opportunities to feedback and the outcomes of which are recorded, intervention implemented and our anti-bullying policy followed and reviewed
- The Interim Executive Board supports the Principal in all attempts to eliminate bullying from our Academy. The Interim Executive Board will not condone bullying in our Academy, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately;
- If a parent is dissatisfied with the way the Academy has dealt with a bullying incident, they should follow the Academy's Complaints Procedure.

**The Role of all staff**

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.

- Form Tutors will log and monitor the outcomes of the anti-bullying half term cycle, Achievement co-ordinators will review this and lead on any outcomes.
- Teachers are responsible for reporting any incidents of concern.
- The member of staff must report the incident using the settings specific protocol by recording any incident of bullying to an assigned staff member on CPOMS with a follow up recorded, monitored and reviewed to ensure that the incident is either closed or escalated. Communication to parent/carers sent via Arbor. This must be done as soon as practically possible.

### **The Role of the Student**

What can a student do if they are being bullied?

- Report it to a member of staff.
- Remember that your silence is the bully's greatest weapon.
- Tell yourself that you do not deserve to be bullied and that bullying is wrong.
- Be proud of who you are.
- Try not to show that you are upset or scared. It is hard, but a bully thrives on someone's fear.
- Be strong inside – say "No!" Walk confidently away. Let a member of staff know as soon as possible.
- If you are getting emails, texts or messages that make you feel uncomfortable save them and show them to an adult. Do not respond to them.
- Fighting back will make things worse.

What do you do if you know someone is being bullied?

- Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel unhappier and on their own.

Anti-B • Tell an adult immediately. Teachers and/or the PD members of staff will deal with the bully without getting you into trouble.

- Do not take direct action yourself.

### **The Role of the Parent**

- To contact the Academy if you are concerned that your child is a victim of bullying/or is bullying.
- To support the Academy's anti-bullying policy

### **Monitoring and review**

- Anti-Bullying surveys are taken every term in Year 7 to 11.
- This anti-bullying policy is the Governors' responsibility, and they review its effectiveness.
- The Academy will monitor bullying incidents including; racist/homophobic/transphobic bullying, or bullying directed at children with disabilities or special educational needs.
- This policy will be reviewed annually in accordance with the Academy's review cycle or earlier if necessary.

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