

- Bullying shall be addressed in Schemes of Work throughout the curriculum, where appropriate, in order to develop student awareness of issues relating to bullying.
- Records of incidents shall be used to inform and review the Anti-Bullying Policy.
- Procedures shall be followed to work with bullies, and to ensure that the behaviour is not repeated.
- The School shall ensure that sufficient staff are on duty, and that all areas of the School are supervised.
- Anti-Bullying posters shall be clearly visible in all areas of the School.
- All e-communication used on the School site shall be monitored.
- Outside agencies such as theatre groups and charities shall be involved in order to raise awareness about bullying.
- Parents/carers shall be informed about School policies and procedures on bullying.
- Students shall be made aware that Head of Year offices are places of safety for any student who feels vulnerable at break and lunchtime.
- Students are encouraged to contact the Student support line which may be found at: studentsupport@hellesdon.norfolk.sch.uk
- Use of trained student Anti-Bullying ambassadors where appropriate.
- Restorative approach implemented by staff and Anti-Bullying ambassadors where appropriate.

Monitoring and Review

The number and nature of bullying incidents and the outcomes of any anti bullying strategies shall be reported to Governors via the Head Teacher's Report on a termly basis to inform review of this policy and assess its effective implementation.

Related Policies

Behaviour
 Safeguarding (incorporating child protection)
 Equality
 Physical Restraint
 Internet

THE ANTI BULLYING CHARTER

STUDENTS

If you are being bullied in School:

- **Talk to** an adult in School that you trust, taking a friend if it helps, or go to your Head of Year's Office.
- **DON'T** listen to the bully when they say that you will be in trouble if you **TALK TO SOMEONE**. You aren't doing anything wrong – **THEY ARE**.
- What you say will be passed on to your Head of Year. **YOU WILL BE TAKEN SERIOUSLY**.
- If you need somewhere to be safe, there will be a place for you to go while the problem is being sorted out. Your Head of Year will organise this for you.
- If you are bullied electronically, keep all messages and e-mails.

If you see someone being bullied at School:

- The best thing you can do to help is to **TALK TO SOMEONE**.
- **DON'T** listen to the bully when they say that you will be in trouble if you **TALK TO SOMEONE**. You aren't doing anything wrong – **THEY ARE**.

PARENTS

If your child is being bullied or is bullying in School:

- We can help.
- Contact the School and ask to speak to the Form Tutor or Head of your child's Year.
- Talk over the problem with the teacher. Be sure of your facts. In particular, students who are being bullied can become upset, anxious and confused about what has actually happened.
- **DON'T** let your child talk you out of contacting School. If the problem is to be solved, you need to be **OPEN**.

To combat electronic bullying, ensure that your child is careful about whom they give their mobile phone number and e-mail address to.