Henley Green School believe that all pupils have the right to attend a happy and encouraging environment, free from bullying. **Any form of bullying will not be tolerated at our school.**

**Definition of bullying**

Bullying is “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)

*It can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.*

**Prevention**

Henley Green School does not tolerate any form of bullying and:
- Creates and supports an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities.
- Challenges practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Encourages pupils to use technology, especially mobile phones and social media positively and responsibly.
- Works with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Celebrates success and achievements to promote and build a positive school ethos through rewards such as ‘The Kindness Award’. 
Anti-Bullying Ambassadors

Led by Mrs Rouse (Learning Mentor), these are a team of trained pupils who actively engage with others in and around school to provide support and advice, discourage bullying and deliver assemblies and events to highlight the ‘Anti Bullying’ message in school.

Dealing with reported incidents:

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The headteacher or member of the leadership staff will interview all parties involved and record the actions taken.
- The designated safeguarding lead will be informed of all bullying issues where there are safeguarding concerns.
- The school will inform other staff members, and parents/carers, where appropriate.
- Sanctions (as identified within the school behaviour policy) and support for individuals will be implemented, in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including early help or children’s social care (if a child is felt to be at risk of significant harm).
- Where the bullying takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with the school’s behaviour policy.
- A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

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