

Hebburn Comprehensive School



Anti-Bullying Policy

Statement of Intent

At Hebburn Comprehensive School, we are committed to providing a safe, respectful, and inclusive environment where all members of our school community can thrive. Bullying of any kind is unacceptable and will not be tolerated. Every student has the right to feel safe and supported, and we aim to foster a culture where positive relationships are promoted and bullying behaviours are challenged consistently and effectively.

This policy sets out how we prevent, identify, and respond to bullying, in line with national guidance, including the Department for Education's **"Preventing and Tackling Bullying"** and the Equality Act 2010.

Aims of the Policy

- To define what bullying is and the different forms it can take.
 - To make clear that all forms of bullying are unacceptable at Hebburn Comprehensive School.
 - To outline how students, staff, and parents can report bullying.
 - To explain how bullying incidents are responded to and followed up.
 - To promote a whole-school approach to preventing bullying through education and support.
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Definition of Bullying

Bullying is defined as:

"Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally."

It can happen face-to-face or online and may involve verbal, physical, psychological, or cyber actions.

Types of Bullying

Bullying can take many forms, including but not limited to:

- **Physical Bullying:** Hitting, pushing, kicking, spitting, or any use of physical force.
 - **Verbal Bullying:** Name-calling, insults, teasing, intimidation, or threats.
 - **Social (Relational) Bullying:** Exclusion, spreading rumours, or deliberately damaging someone's reputation or friendships.
 - **Cyberbullying:** Using digital devices (e.g. mobile phones, social media, gaming platforms) to harass, threaten, or humiliate someone.
 - **Prejudicial Bullying:** Targeting individuals based on characteristics such as:
 - Race or ethnicity
 - Religion or belief
 - Disability or SEN
 - Sexual orientation (homophobic or biphobic bullying)
 - Gender identity (transphobic bullying)
 - Appearance or health conditions
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Roles and Responsibilities

- **Students:** Are encouraged to speak out if they are being bullied or if they witness bullying happening to others.
 - **Staff:** Must be vigilant, listen to students, and take all reports seriously. All concerns must be reported to the designated safeguarding lead or pastoral team.
 - **Parents/Carers:** Should inform the school if they suspect bullying and work with the school to resolve it.
 - **Senior Leadership and Governing Body:** Responsible for ensuring that the policy is effectively implemented and reviewed.
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Reporting Bullying

Students can report bullying by:

- Speaking to a trusted teacher, form tutor, or member of the pastoral team.
- Emailing the speakout@hebburn.net mailbox.
- Informing a parent/carer who can contact the school on their behalf.

All bullying reports will be taken seriously and dealt with confidentially and sensitively.

Responding to Bullying

When bullying is reported, the school will:

1. **Investigate** promptly and thoroughly.
2. **Record** the incident(s) using appropriate internal systems.
3. **Support** the victim, providing reassurance, safety, and counselling if needed.
4. **Challenge** and educate the perpetrator about the impact of their behaviour.
5. **Apply consequences** in line with the school's behaviour policy, which may include detentions, exclusions, or referrals to outside agencies.
6. **Monitor** the situation with follow-up meetings to ensure the bullying has stopped.

Restorative approaches may be used where appropriate to rebuild trust and understanding between students.

Preventing Bullying

We adopt a proactive approach to preventing bullying by:

- Embedding anti-bullying education into the **PSHE and citizenship curriculum**.
 - Delivering **assemblies and themed days** on kindness, respect, and inclusion.
 - Promoting student voice through **school council** and **anti-bullying ambassadors**.
 - Training staff to identify early signs of bullying and intervene effectively.
 - Encouraging a culture of openness where students feel safe to speak out.
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Monitoring and Evaluation

This policy is reviewed annually by the senior leadership team and governing body. Data on bullying incidents will be monitored to identify patterns and ensure effective prevention and intervention strategies are in place.

Conclusion

At Hebburn Comprehensive School, we believe that **every student has the right to feel safe, valued, and respected**. By working together — students, staff, and families — we will uphold our commitment to a bullying-free environment and ensure that any behaviour that undermines this vision is dealt with swiftly and effectively.

Designated Safeguarding Lead: Mrs S Burdis
Pastoral Lead: Mrs K Hardy
Contact: 01914833199 / office@hebburn.net

Signed:

Head Teacher:



Mr D R Thompson



Chair of Governors:

Mr G Thompson

Ratification Date:

03/10/2025

Date of Next Review:

Autumn Term 2026