



# Anti-Bullying Week at Highlands School

This Anti-Bullying Week, let's come together and reach out to stop bullying.

## What is bullying?

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying can be physical, verbal or psychological.

It can happen face to face or online.'



## Types of bullying

### Physical

- Purposefully hurting someone e.g. hitting, kicking, pushing
- Purposefully damaging other people's property

### Psychological

- Spreading lies or rumors
- Playing nasty jokes or excluding people

### Verbal

- Saying nasty or rude things to or about someone
- Threatening someone
- Unwanted banter

### Online

- Making hurtful comments or posts, spreading gossip
- Imitating others



# Discrimination

Discrimination is another type of bullying that is based on the characteristics that people have. This can include:



Discriminating against someone because they have characteristics that are different from your own, shows a total lack of respect for your peers and it is treated very seriously at Highlands and in the law.

## The consequences of bullying

At Highlands we have a zero tolerance policy on bullying. When any bullying is uncovered, it is treated very seriously, because everyone here has the right to feel safe at school.

The following table shows the consequences for bullying at Highlands School, this is listed in the school's Behaviour policy. You will see that even the smallest consequence is a full day in IER.

Unkind and cruel comments towards another student	C5	1 day IER
Isolated use of any discriminatory language	C7	3 days IER
Inappropriate physical contact of another student	C7	3 days IER
Repeated use of unkind/cruel comments towards another student	C10	3 days suspension
Threatening students	C10	3 days suspension
Repeated use of any other discriminatory language	C11	4 days suspension



# The consequences of bullying when students leave school

When students leave school, the consequences for bullying and discrimination can be even more serious.

Many workplaces now have bullying and discrimination policies that can result in bullies being fired from their jobs. If you own a business, your employees can sue you if they have been bullied or discriminated against.

## The workplace

- All workplaces have bullying and discrimination policies.
- People who engage in workplace bullying or discrimination can be fired from their jobs.

## The Equality Act 2010

- It is against the law to discriminate against any protected characteristics (e.g. sexuality, disability, gender and race).

# Experiences in schools

What types of bullying take place in school?

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- **Sexism** - dehumanising jokes under the visard of 'banter'.
  - **Homophobia** - comments such as 'oh you're so gay'.
  - **Ableism** - people making fun of people with physical or learning disabilities.
  - **Online** - PS parties and online gaming, Tik Tok, WhatsApp groups.



## The impact of bullying

“ It just made me feel really alone. They were just laughing at the way that I speak and mimicking me, but it made me feel like I shouldn't speak to anyone at all. ”

Bullying can have a lifelong impact on victims. Victims of bullying can become isolated and alone. They can start to withdraw from their friends, family or community and lose confidence in themselves. This can have a negative impact on their mental health, which can last for years.

Lots of people who are bullied carry the trauma through to adulthood where it can affect their confidence and relationships.

“ All I could think about for weeks afterwards, was how pathetic I was for not standing up to them. It made me feel so small and I couldn't concentrate in any of my lessons. I still have this anxiety now whenever I meet new people. ”

Being bullied also affects how people perform at school. Just one unkind word can make someone unable to think of anything else all day. This means they can't concentrate in lessons and can't learn.

What might seem like a bit of banter to you, can affect someone's whole day or even their education and future life chances.

“ I didn't want to go to school any more or see anyone. They were spreading rumours about me over WhatsApp and I knew that everyone would be talking about me and looking at me. ”

In many cases, bullying makes the victim want to exclude themselves from society, for example by refusing to come to school. This has severely negative impacts on their school attendance, their education and their mental health.

What you might think is just a bit of gossip, could lead to someone becoming isolated and depressed and see them missing out on their education.



# Reaching out

Take a minute to think:

- Is there a time when you were feeling sad or alone and someone reached out to you?
- Have you ever reached out to someone who was being bullied?

## Ways to reach out

How can you support someone who you think is being bullied?

- Tell an adult your concerns - the incident will be investigated discreetly and dealt with.
- Ask them to sit with you and your friends at lunch or break or to join in your football game.
- Chat to them in the corridor or after school.
- Check in on your friends.
- Reflect on your own behaviour.
- Contact 020 8370 1100 or email the DSL at [staysafe@highlearn.uk](mailto:staysafe@highlearn.uk).

## Who can you reach out to in school?

- Your form tutor.
- Any of your teachers or a member of staff you trust.
- Heads of year and behaviour mentors.
- A member of the safeguarding team.

Remember, if you know that someone is being bullied, or if you are being bullied yourself, you need to reach out and tell an adult.

You can speak to any adult in school, including your form tutor, any of your teachers, your head of year or behaviour mentor and any other member of staff you trust.



# Who can you reach out to in school?

## The DSL - Designated Safeguarding Lead:

- **Responsible for all safeguarding across the school.**
- Ms Phillips - Deputy headteacher
- Ms Phillips's office is on the ground floor next to drama.

## The Deputy Designated Safeguarding Leads on the senior leadership team:

- **Responsible for safeguarding in specific year groups.**
- Mr Larter - Assistant headteacher
- Ms Michaelides - Assistant headteacher
- Ms Husseyin - Director of Sixth Form
- Mr Larter and Ms Michaelides' office is in the science corridor (in the basement).
- Ms Husseyin's office is in the sixth form area.

## The Deputy Designated Safeguarding Leads - support staff:

- **Responsible for supporting students with specific child protection needs, and working with social workers and CAMHS.**
- Ms Norton - Family Liaison Officer
- Ms Bartram - Inclusion Officer
- Ms Norton's office is on the top floor opposite the art corridor.
- Ms Bartram's office is on the top floor in the humanities corridor next to the head of English office.
- Ms Charles - School Counsellor
- **Responsible for providing counselling and therapeutic support for students.**
- Ms Charles' office is on the top floor in the English corridor.



## Next steps

- If you are being bullied, tell an adult
- If you see anyone being bullied, tell an adult
- If you see someone who is suffering from being bullied, reach out to them
- Reflect on your own behaviours
- If you have ideas about how we can further prevent bullying, speak to your house captains



## Safeguarding contacts

If you are concerned about your child's wellbeing or the wellbeing of any other student at Highlands School, please contact the school on 020 8370 1100 or email the DSL at [staysafe@highlearn.uk](mailto:staysafe@highlearn.uk). This email address can also be used for students, parents and carers to share any safeguarding concerns or to request support.

If you are concerned that a child has been harmed or is at risk of being harmed and school cannot be contacted, please contact Enfield Children's Multi-Agency Safeguarding Hub (MASH) on 020 8379 5555, and all the police on 999 straight away.

## Helpful numbers and websites

- Childline: 0800 1111
- NSPCC helpline: 0808 800 5000
- The police: (if you are in danger): 999
- LGBT switchboard: 0300 330 0630
- Kooth: [www.kooth.com](http://www.kooth.com) - support service for students wellbeing
- Multi Agency Safeguarding Hub: 0300 500 80 90
- Barnardos: 0800 008 7005

