



PHS Anti-Bullying Policy

Parent/Carers Guide

What is bullying?

Bullying is “behaviour by an individual or a group, **repeated** over time that **intentionally** hurts another individual either **physically** or **emotionally**.” This would include issues of race, religion/belief, culture, gender, gender identity, sexual orientation, disability, additional learning needs, language, nationality and home circumstances. It is **harmful** for all of the individuals involved. It becomes the **focus** of a learner’s experience of daily life. It **undermines** attainment, safety, wellbeing and the school ethos.

What can I do as a parent/ carer?

- Remind your child:
 - about the types of bullying
 - to be kind and use appropriate language
- Look out for the signs of bullying
- If you are concerned about any incidents involving students contact the School’s Wellbeing Team
- You may contact by phone (01443 486133), in writing (letter or e-mail) or in person. (Year 7 & 8: Mrs Rees & Miss Pritchard, Year 9: Mr Ally & Mrs Thomas, Year 10 & 11: Mr Ally & Mr Longdon. All years: Mr Goodger)

What will the school do?

If a student is deemed to have bullied another, a number of sanctions may be employed in line with the school “Positive Relationships” policy including:

- Restorative meetings
- After school detention and/ or isolation
- Letter and/ or meeting with parents / carers
- Exclusions (fixed term or permanent)
- Referral to outside agencies

What are the signs of bullying?

- Injuries that are not properly explained
- Noticeable weight loss or complaints about hunger
- Refusal to change for PE lessons
- Poor or deteriorating school work
- Reluctance to attend school
- Problems with sleeping
- Possessions or money often lost or broken
- Reluctance to spend time in open space with other pupils
- Constant attention seeking
- Evidence of self-harm
- Unexplained change in behaviour

What is not bullying?

- Friendship fallouts
- An argument or disagreement
- A one-off fight: will be addressed according to the school’s “Positive Relationships” policy
- A one-off instance of physical assault: will be stopped and addressed immediately and Police involved if necessary
- A one-off instance of a hate crime: will be addressed according to the school’s “Race” and “Equal opportunities” policies and Police involved if necessary

