

Safeguarding Bulletin #6 – October 2023

Bullying and understanding and reporting discrimination

The law:

The Equality Act 2011 protects nine characteristics against discrimination. It is against the law to discriminate someone based on any of the following:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual Orientation

The Act defines four kinds of unlawful behaviour – direct discrimination; indirect discrimination; harassment and victimisation.

More information on this available here: <https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

What our anti-bullying policy states:

Bullying is not tolerated at GHS and every member of the school community – pupils, parents, teachers and staff – play a part in being alert and reporting concerns, so it can be addressed and stopped, and those involved supported.

All forms of bullying are unacceptable at GHS and staff must set clear expectations of behaviour that is not acceptable and stop negative behaviours from escalating. Immediate action to address any concerns must be taken by alerting Head of Year / Head of Key Stage / SLT.

All concerns are recorded on the Pupil Information System, which allows patterns to be identified. All entries of bullying are reviewed on a termly basis.

All inappropriate behaviours must be challenged, and pupils must be confident that any issue will be dealt with seriously.

The policy includes details on types of bullying, how it is prevented at GHS and how it is sanctioned. The appendix specifically references sexual harassment and harassment regarding gender and sexual orientation. Full policy can be found here:

<https://www.guildfordhigh.co.uk/wp-content/uploads/2023/07/6-4-Anti-Bullying-Kindness-Care-and-Consideration-for-all.pdf>

Reporting:

Staff should feel confident in calling out (or calling in) inappropriate behaviour or comments if seen or heard and addressed with the pupil at that time and, pending the severity, will be sanctioned as deemed necessary by HoYs / Heads of KS / SMT. The incident should be reported on the Pupil Information System as bullying. Once selected there are 2 drop-down menus. The first asks you to indicate if the person is victim or perpetrator (please do separate PIS entries for both) and the second asks if the incident has a protected characteristic behind it. Please tick as appropriate and, if necessary, include what protected characteristic has been discriminated against within your explanation.

Add info for FirstNameTester AaSurnameTester

Administration	Academic	Pastoral	Behaviour
<input type="checkbox"/> Absence	<input type="checkbox"/> Concern	<input type="checkbox"/> Early Help	<input checked="" type="checkbox"/> Bullying
<input type="checkbox"/> Admissions	<input type="checkbox"/> Exams/UCAS	<input type="checkbox"/> Health and Wellbeing	<input type="checkbox"/> Concern
<input type="checkbox"/> Complaints	<input type="checkbox"/> iPads	<input type="checkbox"/> Home life	<input type="checkbox"/> Detention
<input type="checkbox"/> COVID-19	<input type="checkbox"/> Just for Information	<input type="checkbox"/> Just for Information	<input type="checkbox"/> Friendship
<input type="checkbox"/> Fees	<input type="checkbox"/> Options	<input type="checkbox"/> Safeguarding	<input type="checkbox"/> JS Behaviour
<input type="checkbox"/> Just for Information	<input type="checkbox"/> Organisation		<input type="checkbox"/> Just for Information
	<input type="checkbox"/> Scholarship		<input type="checkbox"/> Physical Restraint
	<input type="checkbox"/> SEN		<input type="checkbox"/> Serious Sanction Record
	<input type="checkbox"/> Watch List		

Is **FirstNameTester AaSurnameTester** the perpetrator or victim of bullying?

Select an option

Bullying incident has [protected characteristics](#) behind it.

Select an option

Please note any concerns regarding bullying behaviour so patterns can be identified. If you have questions please see HoY/KJL or refer to the Anti-Bullying Policy.

Name: FirstNameTester

Surname: AaSurnameTester

DoB: 01/05/2001 00:00:00

Previous school: Haunted Hill School

Note: Generic note, about stuff and other things, test

Background Check:

Scholarships: