

Westborough High School Anti-Bullying Policy

General statement

Our vision at Westborough High School is to have high standards of teaching and learning which challenge our pupils to achieve.

Our anti-bullying policy supports this ideal by:

- Promoting respect and tolerance for each other and the school
- Helping students towards an understanding of what is right and wrong
- Supporting everyone in forming good relationships with adults and peers.

We believe in encouraging an environment where individuality is celebrated and individuals can develop without fear. At Westborough High School bullying behaviour is not acceptable and will always be challenged. Tackling bullying is everyone's responsibility, and we will involve all sections of our school community to ensure that they properly understand the nature and effects of bullying and their responsibilities for helping everyone to feel safe.

We know that bullying or the fear of bullying is a major concern of young people and that the effects of bullying can be damaging on all who are involved – those bullied, those bullying, and those who witness it.

Aims and Objectives

The school recognises its statutory responsibility for "safeguarding and promoting the welfare" of its students (Education Act 2002). This policy has been drawn up with reference to the work of the Anti-Bullying Alliance (www.anti-bullyingalliance.org), Stonewall (<http://www.stonewall.org.uk/>) and publications and guidance from the DFE (Safe to Learn and Embedding anti –bullying work in school.) To meet this responsibility the school seeks to provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning.

The aim of our anti-bullying policy is to:

- demonstrate that the school takes bullying seriously and that it will never be tolerated
- clarify for students, staff and parents / carers what bullying is
- support everyone in taking action to identify and protect those who might be bullied
- demonstrate to all that the safety and happiness of students is enhanced by dealing positively with bullying
- promote an environment where it is NOT an offence to tell someone about bullying
- outline the responsibilities of all students, staff and parents / carers
- outline the strategies the school engages to prevent bullying and the actions it takes when bullying occurs
- determine the strategies the school will use to assess the effectiveness of its anti-bullying policy and the procedures for its review

The Anti-Bullying Policy relates to other college policies, in particular to our:

- Behaviour Policy
- E Safety Policy
- Cyber bullying policy
- Safeguarding/Child Protection Policy
- Equal Opportunities Policy

If our Anti-Bullying policy is effective the school will have in place an anti-bullying support system that all staff, students and parents understand and apply consistently.

The school intends that there will be the full involvement of staff, student, parents/carers and the wider school community in the monitoring and review of the Anti-Bullying Policy and in the development of anti-bullying strategies.

Definition of Bullying

What is bullying?

Westborough has adopted the following definition of bullying from the DCSF Guidance “Safe to Learn: Embedding anti-bullying work in schools” (2007)

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

What makes an act against another bullying is the deliberate intent to hurt that person, and usually the continuation of the behaviour over a period of time. There is an imbalance of power means the person being bullied is unable to prevent what is happening.

As part of our policy we will work to ensure that all sections of the school community understand this definition.

The school will use this definition to decide whether behaviour is bullying and to assess the seriousness of that behaviour in deciding what action to taken.

Forms of bullying

Bullying takes different forms:

- Physical –e.g. pushing, kicking, hitting, punching, spitting or any form of violence
- Verbal - e.g. name calling, sarcasm, spreading rumours, teasing, targeting differences such as background, disability, skills, appearance
- Non verbal e.g.– excluding ‘dirty looks’, offensive graffiti or drawings, humiliating ,ignoring, body language
- Cyber bullying e.g. misuse of email, text messages, internet chat rooms ,cameras, mobile phones

Bullying tends to be fuelled by prejudice against an individual or group that may be different. This can be for many reasons but commonly may be based on:

- Race or culture – The term racial bullying refers to any behaviour, both physical and psychological, which makes a person feel excluded, powerless or victimised because of their race.
- Appearance
- Disability
- Religion
- Gender
- Ability
- Health
- Family/home circumstances
- Homophobia - Homophobic bullying is when a person's actual or perceived sexual orientation or gender identity is used to exclude, threaten, hurt, or humiliate him or her.
- Children having special educational needs

Effects of bullying

All forms of bullying are unacceptable and in all cases will be challenged. Bullying is damaging to all involved. For those being bullied, whatever the form it takes, the effect is to reduce self-esteem and self-confidence and makes young people anxious and insecure.

Bullying can destroy children and young people's enjoyment of school, family and social life, as well as their capacity for learning and achievement. Students who are bullied often absent themselves from school. Bullying can lead to depression, ill-health or, in the most serious cases, self-harm or attempted suicide.

Bullying behaviour is not restricted to student – student relationships, and the school recognises that students on occasions bully staff and other adults and that staff and other adults on occasions bully students.

Anti-Bullying Responsibilities

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and by consistently showing that we disapprove of unacceptable behaviour (but not the student), and by being clear that we all follow school policy.

All members of the school community have a responsibility to report incidents of bullying, and concerns they may have that someone is being bullied.

a). Governors

. The governing body will:

- Nominate a governor who will liaise with the senior leaders with responsibility for this policy .
- Support the Headteacher and the staff in the implementation of this policy.
- Be fully informed on matters concerning anti-bullying.
- Regularly review incidents of bullying and actions taken and be involved in individual cases where appropriate

b). Headteacher

The Headteacher is responsible for implementing the Anti-Bullying Policy and under the Education and Inspections Act 2006 for:

- *“determining measures on the behaviour and discipline that form the school’s behaviour policy ---”*
- *“--- encouraging good behaviour and respect for others on part of pupils and, in particular, preventing all forms of bullying among pupils”*

It will become a statutory responsibility for schools to record all bullying incidents.

The Headteacher will ensure that:

- bullying behaviour is addressed in the school’s behaviour and discipline policy
- bullying is addressed as an issue in the curriculum
- all staff receive training that addresses bullying behaviour
- the governing body is regularly provided with information regarding issues concerning behaviour management including bullying
- a senior staff member is appointed to be responsible for the monitoring of the policy and anti-bullying strategies.

c). Designated members of staff with responsibility for this policy

Gill Sweasey (Designated Safeguarding Lead) and Katie Wright will:

- be responsible for the day to day management of this policy,
- liaise closely with all Heads of Year and ensure that all bullying incidents are recorded accurately and consistently .
- ensure there are positive strategies and procedures in place to help both the bullied and bullies
- keep the Head informed of major incidents and report termly to the Head and Governing Body

- arrange relevant staff training
- determine how best to involve parents in the solution of individual problems

d). Staff

Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of personal safety and well being in school. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

All members of staff will:

- Provide children with a good role model - emphasise and behave in a respectful and caring manner to students and colleagues, to set a good tone and help create a positive atmosphere
- Know the policy and procedures
- Provide children with a framework of behaviour including class rules which supports the behaviour and bullying policy.
- Always be aware and take action when there are concerns about bullying
- Report and record all allegations of bullying following the school's procedures
- Ensure pupils, and where appropriate parents / carers, are given regular feedback on the action been taken
- Challenge bullying language, such as homophobic language, in all situations consistently across the school. Reporting serious incidents where appropriate.

e). Parents/Carers

We expect that parents/carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school and that they will support us in helping us meet our aims. We want them to feel confident that everything is being done to make sure their child is happy and safe at school.

We expect parents / carers to:

- keep informed about and fully involved in any aspect of their child's behaviour.
- contact the school immediately they know or suspect that their child is being bullied, even if their child has asked for "secrecy", and work in partnership with the school to bring an end to the bullying
- contact the school if they know or suspect that their child is bullying another pupil
- share with the school any suspicions they have that bullying is taking place even when it does not directly involve their child
- read carefully the Information For Parents About Bullying leaflet sent out at the start of the academic year.

When a parent / carer has concerns relating to bullying they should report them to their child's Form Tutor

- Promote an atmosphere of inclusion of all despite colour, creed or sexual orientation and discourage all forms of bullying

f). Students

Without the support of our students we will not be able to prevent bullying. That is why our students will be consulted and will participate in the development, monitoring and review of anti-bullying policy and strategies. We

want our students to feel confident that everything is being done to make school a safe and secure environment for them to achieve and learn.

We want our students to feel that they are supported in reporting incidents of bullying and reassured that action regarding bullying will take place.

We expect that students:

- will support the staff in the implementation of the policy
- will not bully anyone else, or encourage and support bullying by others
- will tell someone if they are being bullied. This can be an adult –a member of staff or a family member, a friend or peer mediators.
- will act to prevent and stop bullying, usually this is through telling an adult if they know or suspect that someone else is being bullied

Students must recognise that being a “bystander” is not acceptable, and understand how their silence supports bullying and makes them in part responsible for what happens to the victim of bullying.

Anti-Bullying Practice and Procedures: Prevention and Intervention

Preventing bullying

If the school is to prevent bullying we must create a learning environment based on respect for all, and one where all accept a duty of care to others. Staff must play the leading role by providing the example for others.

All sections of the school community will need to recognise that bullying is always unacceptable, that it will always be challenged, and that for those engaging in bullying behaviour there will be a consequence. Students must understand the consequences of bullying behaviour. These are covered in the school's Behaviour Policy.

To help prevent bullying the school will:

- display information about bullying and where to go for help in classrooms and on notice boards.
- provide quality classroom management and supervision
- use the curriculum to help students understand the nature and effects of bullying e.g. in PSHE, Drama, Enterprise and Ethics, English.
- identify for students and parents those they can turn to, to share their concerns in and out school e.g. leaflets for students and parents, website section
- use assemblies, tutor times and posters to provide and update anti-bullying messages
- develop the role of students in preventing bullying e.g. School Council, anti-bullying ambassadors

Reacting to bullying

The school will always respond to and intervene when there are concerns about bullying and will use the definition of bullying to assess the seriousness of the incident and the appropriate response and sanction, if necessary.

We expect all students responsible for bullying behaviour to make a “restorative” response to those who they have bullied.

Changing the attitude and behaviour of bullies will play a major part in the strategies used by the school.

Dealing with a bullying incident

Whenever a bullying incident is discovered school will go through a number of prearranged steps. The exact nature of each step will depend in part on the nature of the incident and those involved.

The school community needs to be confident that when a bullying incident has come to the attention of adults in the school it has been taken seriously and action has resulted. It is important that proper feedback is given.

If bullying is suspected or reported, the incident will be investigated and dealt with initially and immediately by the member of staff approached

The member of staff will :

- reassure the victim that they were right in coming forward
- talk through the incident-making it clear that the behaviour is the focus NOT the person
- help the victim to express their feelings
- liaise with the form tutor of the victim or the HOSP to determine the most appropriate course of action

N.B If a racial element to the bullying is suspected this MUST be reported to the relevant HOY immediately for the incident to be dealt with and logged in line with Kirklees Policy

If appropriate, the Form Tutor or the HOY will follow the school’s 3 step approach (see Appendix 1) and record the incident on the bullying record sheet

During this discussion with the students, an assessment will be made by the member of staff as to the degree of intent, the degree of impact/hurt, frequency and the imbalance of power. A judgement will be made as to the severity of the bullying and the response will be appropriate.

This member of staff will :

- discuss “restorative” strategies for making amends, with the bully ,the victim and any bystanders
- apply sanctions if appropriate
- explain that the situation will continue to be monitored
- agree a review date with both parties

Parents of both parties will be informed of any significant incident and the consequent actions taken by the school

Young people who bully others need our support too. We need to help them to understand the effects of their bullying and to help them to change their behaviour. They need to be able to build and sustain positive relationships, and to properly use their skills.

The school recognises that some students will require additional support, and this can be provided by:

- form tutor
- learning mentor
- HOY
- Assistant Head Inclusion
- External agencies
- Anger management courses

Sanctions

The school may determine that sanctions are required and these may include:

- Time away from an activity within the classroom.
- Time out from the classroom.
- Missing break or another activity
- Formal letter home from LSU staff expressing concerns, where the pattern of behaviour continues.
- Meeting with staff, parent and child.
- Pastoral Support Plan
- Detention after school
- Isolation
- Fixed-term exclusion
- Permanent exclusion

Under the Education and Inspections Act 2006 the school has the legal authority to intervene and to impose sanctions where the bullying has taken place out of school.

Where a bullying case is particularly serious and / or of a specific nature the school will need to follow Child Protection procedures and / or report the case to the Police

Recording

As it is a statutory responsibility on schools to record all bullying incidents, the school records all incidents of bullying on Sleuth , our online behaviour monitoring system

Informing parents

The school recognises the importance of involving Parents / Carers of all involved. It will ensure that they are informed of what has happened, consulted about appropriate actions at school and home and kept informed about how it has been dealt with and the consequences of the response. Records of these discussions with parents / carers will be kept in school

Parental complaints

Where parents / carers think that the school has acted inappropriately and wishes to make a complaint they should in the first instance address their concerns to the Headteacher, and if still unhappy make a formal complaint to the Chair of the Governing Body following the school's complaints procedure.

Anti- Bullying Policy – Monitoring and Review

Monitoring – Data Collection

The school will collect and analyse data relating to bullying. This data includes:

- Bullying incident records
- Student surveys
- Student voice
- Parental surveys
- Parental complaints

Careful analysis enables us to monitor the effectiveness of our Anti-Bullying Policy and Strategies and provides us with a regular opportunity to link monitoring to action planning for the following school year and for the review of the Anti-Bullying Policy.

The School Council will be involved at least annually in the monitoring and review of the Anti-Bullying Policy.

Review

The DCSF recommends that the School Anti-Bullying Policy should be reviewed on average every two years.

The Anti-Bullying Policy was reviewed and amended in January 2016

The date of the next review of the Anti-Bullying Policy is January 2018

All sections of the school community will be consulted and participate in the review of the Anti-Bullying Policy.

