



Anti Bullying Policy

Adopted by Governing Body: 26th March 2015

Reviewed & Readopted Date: November 2017

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RATIONALE

Golborne High School is committed to creating and sustaining a safe, positive and inclusive environment for all students, staff and parents/carers. We believe that all pupils, staff and parents/carers have the right to be protected from bullying and abusive behaviour.

This school considers bullying as any form of behaviour by an individual or group that, deliberately or thoughtlessly, threatens, frightens, isolates, offends or in some way hurts someone else.

Bullying results in pain and distress to the victim.

We consider that any amount of bullying is totally unacceptable; it is the responsibility of each member of the school community to help combat bullying. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that anyone who knows that bullying is happening is expected to tell staff.

The school commits itself to:

- maintaining a caring community in which there is mutual respect and understanding of others' cultures, beliefs and individuality through courteous and considerate behaviour.
- recognise the seriousness of bullying and the damage that it inflicts
- Making clear that a zero tolerance approach to bullying is in place in school.
- Ensuring that the whole school understands what bullying means, including what a bully is, what a victim is and what a bystander is
- Stressing the role of the Bystander – the person who can intervene and help the situation. Research shows that bullying will stop in less than 10 seconds nearly 60% of the time when peers intervene. (Pepler) We encourage the bystander to get involved as opposed to watching and colluding any bullying they witness.
- take all complaints of bullying seriously, encouraging all pupils to speak out
- stress the prevention of bullying
- Rewarding positive behaviour and relationships as outlined in our behaviour policy
- Providing opportunities to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities. This will be through whole school events (such as Anti-bullying week) and through assemblies and PSHE through Personal Tutor Time and British Values' Day teaching.
- Develop children's own resilience through a PSHE curriculum. This may involve exploring feelings through role play and viewing bullying situations from both sides.

AIMS AND OBJECTIVES

This policy aims to ensure that all those connected with the school are protected from bullying behaviour.

The ongoing and long-term aim of the policy is to reduce the number of pupils who experience bullying. This will be achieved through increasing awareness of this behaviour, its causes and consequences for the pupils, staff, parents and carers who make up the school community, and to help pupils find and put into practice a series of solutions to the problem of bullying.

The policy also aims to ensure that individual cases of bullying will be dealt with consistently and in a constructive and fair manner when they occur. Procedures for dealing with bullying are clearly set out so that all members of the school community know what they can expect from the school and what the school expects of them, with regard to bullying.

TYPES OF BULLYING

There are many different definitions of bullying in use, however most agree that the key factors that make behaviour bullying, as opposed to “having a laugh”, venting frustration or a non-bullying incident of physical or verbal violence/aggression are:

- **repetition of behaviour, systematically undermining a person over a period of time; and**
- **an imbalance of power between the person on the receiving end of the bullying and the person or persons doing the bullying.**

Bullying is when one or more people physically, emotionally or psychologically hurt or cause harm to a person who is in a weaker position than him/her/them, and so is less able to defend himself/herself.

Bullying usually happens over a period of time, and consists of a series of different incidents.

DIFFERENT TYPES OF BULLYING INCLUDE

Physical – hitting, kicking, spitting, tripping someone up, stealing/damaging someone’s belongings, etc.

Verbal – name-calling, insulting a person’s family, threats of physical violence, spreading rumours, constantly putting a person down.

Emotional/psychological/Isolation – excluding someone from a group, humiliation.

Racist – insulting language/gestures based on a person’s actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence.

Sexual – sexually insulting language/gestures, name-calling, graffiti, and unwanted physical contact.

Homophobic/Transgender – insulting language/gestures based on a person’s actual or perceived sexuality, name-calling, graffiti, homophobic violence.

Electronic/Cyber – bullying by text message, bullying on the internet (in chat rooms, social media, on bulletin boards and through instant messaging services), and hate websites.

By standing – Where a person or persons are watching bullying taking place and although may not be directly taking part. Their presence is causing additional harm to the victim.

Bullying is the abuse of power by one person over another.

All of the types of behaviour listed above are unacceptable and will not be tolerated at this school.

ACTION AGAINST BULLYING

If bullying is reported, incidents will be dealt with according to the following guidelines:

- there will be a thorough investigation of the complaint by an appropriate member of staff
- each person will be given support, understanding and a fair hearing
- appropriate action will be taken e.g. apologies, detention, restorative justice, isolation, exclusion
- parents will be informed
- the victim will be reassured, without implying inadequacy, and positive help, advice and support will be offered
- every attempt will be made to ensure that the bullying stops and help is given to change the behaviour of the bullies
- All incidents of bullying will be recorded on the school's behaviour management system under the appropriate bullying heading.

STANDING UP TO BULLYING BEHAVIOUR

This school is committed to stopping bullying behaviour and to do this we need everyone's commitment. Below describes each member of the school community's responsibility:-

ALL STUDENTS

All of us find ourselves in vulnerable positions sometimes, e.g. when we start a new school/job/subject, if we are having problems at home, etc.

As part of the school community, you have a responsibility to help combat bullying by supporting other pupils when they are vulnerable. Don't gang up against another student in a vulnerable position; try to help her feel less vulnerable. Don't join in with making fun of them, even if you don't feel able to challenge the bullying behaviour yourself. And don't turn a blind eye to bullying and victimisation.

Here is what to do if you know that another pupil is being bullied:

Let a member of staff know about the bullying. You can do this in lots of ways:

- Speak to your personal tutor about the situation
- Write down the details about the bullying and put it under the door of your Head of House, (who is being bullied, how they are being bullied, and when and where the bullying is happening/has happened; if you can, write down who is doing the bullying and also your name).
- Tell a buddy or prefect, who can advise you how to tell staff and support you in doing so, or tell them for you if you are unable to do so.
- Find a quiet moment to speak to a member of staff. Members of staff include: teachers, pastoral support leaders, pupil services, teaching assistants, the school nurse, office staff, cleaners and lunchtime supervisors. After class can be a good time to approach teachers. You can always pretend that you need help with some work if you are worried that other pupils might hear you ask the teacher for a private word.
- Keep a copy of any unpleasant Internet activity and bring it into school to give to your personal tutor or Head of House; save text messages or screen shots of web pages.

When you let staff know about bullying you can expect what you say to be taken seriously and that action will be taken to stop the bullying behaviour. If you choose to tell a member of staff about bullying in person or if you write your name and post it under the Head of House door, staff will **not** name you when they investigate the bullying unless they are forced to because of Child Protection laws, but they will let you know that they have acted on your report.

If you are ever worried for your own or another student's physical safety (including if you are afraid that a student may harm herself), do not hesitate to tell a member of staff so that they can take immediate action to keep the student safe with the help of other staff at the school, parents/carers and the police and ambulance service if necessary.

STUDENTS WHO ARE BEING BULLIED

If you are being bullied follow the advice above and keep a diary recording dates and times of incidents.

You can expect that:

- You will be listened to and taken seriously.
- Action will be taken to help you to stop the bullying.
- You will be involved in the process of deciding what action to take to help stop the bullying and any worries that you may have will be listened to and respected.
- You will be given the opportunity to talk about the way that the bullying has made you feel and to find strategies to deal with these feelings and to understand and cope with bullying behaviour. This means:
 - Your personal tutor, Head of House and Assistant Head in charge of the anti-bullying policy will be told about your situation by the person who has been informed by you, so that they can help to support you.
 - You will be given the chance to work with them to find strategies to deal with bullying, and to talk about any feelings and worries that you may have.
 - You will be offered the chance to talk with staff from other agencies as well, e.g. Personal Advisers from the Connexions service, the school counsellor, staff in the focus centre.
 - Your personal tutor will ask to let your parent(s)/carer(s) know what is going on, and to offer them the chance to help support you, too. If you would prefer the member of staff to contact them, please let your personal tutor know.
 - During your mentoring sessions, your personal tutor will check to make sure that the action taken to stop the bullying is really working and that you are happy with how things are going.
 - If you are ever in fear for your physical safety, staff will take immediate action to keep you safe with the help of their colleagues at the school, parents/carers and outside agencies like, the police and ambulance service if necessary.
 - If the bullying is electronic or cyber in nature, you must contact the Police. The Malicious Communications Act (1988) and the Communications Act (2003) makes this kind of activity illegal. Even though the bullying happens outside of school hours, the school will still be able to help by offering advice of who to contact.

STUDENTS WHO ARE BULLYING

Bullying behaviour has no place at this school. If you are involved in bullying, you can expect that:

- Your bullying behaviour will be challenged.
- You will be treated fairly.
- You will be given the opportunity to change your behaviour and encouraged and supported in doing so.

This means:

- You will be expected to work with staff to look at the reasons that you have been bullying and to find and put into practice other ways of behaving.
- You will be offered the chance to work with staff from other agencies that can help you to stop bullying, e.g. Personal Advisers from the Connexions service, personal tutor, and focus centre staff.
- Your parent(s)/carer(s) will be informed and they will be offered the chance to help support you in changing your behaviour.
- During your regular meetings with your personal tutor you will review your behaviour.
- If you don't work at changing your behaviour then staff will have to take more serious action, e.g. suspending you from school activities. At this point the school will have no choice but to involve your parent/carer.
- Our priority is to make this school a safe and positive place for the whole school community. If you take part in a serious campaign of victimisation, abuse and intimidation, or episode of physical bullying against any other person belonging to the school community, you may be withdrawn from lessons whilst the behaviour is investigated and you may well be excluded.

RESTORATIVE JUSTICE

Restorative justice gives the pupil who was bullied the chance to tell the bully / bullies, the real impact of their offence, to get answers to their questions and to receive an apology. It gives the bullies the chance to understand the real impact of what they've done and to do something to repair the harm. Restorative Justice holds bullies to account for what they have done, personally and directly, and helps victims to get on with their lives. This can be done face to face or by letter. Every case of bullying is different, however if restorative justice is felt appropriate and the pupil who has been bullied would like this to be carried out, then this will take place in a controlled and relaxed environment.

STAFF

All staff can expect to be given guidance and supported in dealing with bullying.

All staff will be expected to:

- Promote an environment that is constructive and safe for all pupils through their own teaching practice and actions.
- Follow the procedures set out in this policy when they are dealing with bullying.
- Work in co-operation with colleagues, pupils, parents/carers, staff from other organisations in the local community and the school's Governing Body to combat bullying.

Recording of Incidents involving Bullying

Incidents will be recorded on SIMS under the bullying heading. Investigation paperwork must be completed and copies put in the relevant pupil files. Governors must receive reports of bullying incidents through the SPEI document.

PARENTS/CARERS

All parents and carers can expect to be kept informed of the school's anti-bullying work throughout the school year. Staff will do their best to address any concerns that you may have about bullying; and you will be asked to co-operate with the school in supporting your child and promoting the message that bullying behaviour is not acceptable.

1. If your child is being bullied, you can expect that:
 - You and your child will be listened to and believed.
 - Staff will ensure that you are involved in the process of supporting your child in dealing with the bullying.
 - Staff will do their best to address any concerns you may have.
 - Wherever necessary, the school will put you in contact with outside agencies (e.g. Connexions, counselling services, etc.) that can help to support you and your child in addressing her experience of being bullied.

2. If your child is bullying another pupil, you can expect that:
 - You and your child will be listened to.
 - Your child will be treated fairly.
 - Your child will be expected to change his/her bullying behaviour and supported and encouraged in doing so by staff.
 - Wherever necessary, the school will put you in contact with outside agencies (e.g. Connexions) that can help to support you and your child in addressing her bullying behaviour.

If you have any concerns that another child who attends the school (e.g. a friend of your child) may be experiencing bullying, please do not turn a blind eye but mention this to a member of staff.

REFERRAL

Staff should be informed of any situation, particularly when the bullying is on-going and difficult to resolve or when the incident(s) raises other general issues, perhaps to do with supervision at various times.

Several staff will be able to help: the personal tutor can provide background information while the Head of House and other senior staff can help place the situation in context and to give advice and practical assistance.

When bullying is proved, the parents of all concerned will be informed.

FURTHER GUIDANCE FOR PARENTS

If your child tells you they are being bullied:

- Listen to your child.
- Try not to overreact.
- Tell your child that bullying exists and it's not their fault.
- Check all the facts – is it bullying or friendship problems, which may resolve naturally?
- Talk about possible strategies for your child to use – try the websites listed at the end of the policy.
- Encourage your child to tell a teacher.
- If the situation is serious, contact the class teacher yourself.

SIGNS & SYMPTOMS

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

HELP FROM OUTSIDE AGENCIES

You may find the following websites useful:-

www.bullying.co.uk

www.bbc.co.uk/education/archive/bully

www.childline.co.uk

www.antibullying.net

www.kidscape.org.uk

www.stonewall.org.uk

www.mermaidsuk.org.uk

REVIEW AND EVALUATION OF ANTI-BULLYING POLICY

The Assistant Head in charge of inclusion and pastoral care will review and evaluate the policy annually with relevant staff and students.