



Anti-Bullying

Rationale:

We believe that every child and young person in Penketh High School has the opportunity to reach their potential. Therefore we are committed to providing a caring, friendly and safe environment for all children and young people so that they can thrive and learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school and communities. Should bullying occur, all children and young people should be able to tell and know that incidents will be dealt with promptly and effectively.

This means that anyone who knows that bullying is happening is expected to tell a person in authority.

Penketh High School intends to implement an anti-bullying policy that reflects the aims and policies of the Department for Education reflected in, 'Don't Suffer in Silence' an anti-bullying pack for schools (www.governor.co.uk) This complies with the Human Rights Act 1998 and Race Relations (Amendment) Act 2000 and 'Safe to Learn: Embedding Anti-bullying work in Schools' (2007) The full guidance can be accessed at www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/safetolearn.

Definitions:

What is bullying?

Bullying is unacceptable behaviour which has the intention of hurting another person, usually repeated over a period of time. Bullying results in pain and distress to the victim and, if not recognised or resolved, can lead to abuse.

Examples of bullying can include these:

- Emotional – being unfriendly, excluding, tormenting, using threatening gestures
- Physical – pushing, kicking, hitting, punching, or any use of violence
- Racist – using racial taunts, graffiti, gestures
- Gender and sexual – making unwanted physical contact or sexually abusive comments because of, or focussing on, the issue of sexuality
- Verbal – name calling, sarcasm, spreading rumours, teasing
- Disability related – name –calling, using gestures, tormenting, threatening, because of, or focussing on, the issue of disability or special need
- Cyber – all areas of Internet, such as email and Internet chat rooms misuse.
- Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities, deliberately to upset someone else



- (Cyber bullying can be an extension of face to face bullying, with technology providing the bully with another route to harass their target).

Aims and Objectives:

The purpose of this policy is to reduce the incidence of bullying and create an environment in which everyone feels safe and secure. This will allow Penketh High School to meet its statutory duties relating to the safeguarding and welfare of children.

By definition this policy must be embraced by all members of the school community and will be accessible to all in the wider community.

Implementation:

The school will:

- Ensure a clear and uniform approach to dealing with all forms of bullying
- Ensure that anti-bullying initiatives are in integral part of the Learning for Life and assembly programme
- Facilitate the maintenance of Peer Mentors and other bullying initiatives
- Ensure the anti-bullying message remains high profile via pupil voice, displays, notice boards and form periods
- Provide appropriate in-service training for all staff
- Facilitate a physical environment which is closely supervised and where students offer support to young people who have been bullied so that they feel safe and secure
- Work with and support young people who have been bullying to address the problems they have
- Regularly canvas young people's views on the extent and nature of bullying via Student Council and Peer Mentors
- Enlist the help and support of parents and outside agencies

Monitoring and Evaluation:

The school will develop an annual action plan to implement its strategy on Anti-Bullying which will be led by a named member of the Senior Leadership Team, monitored by the SLT and the Governor responsible for the Anti-Bullying Strategy. A progress report will be presented annually to the Governing Body.

Links:

In addition to this policy, other key documents include:

- School Improvement Plan



- Department Self-Evaluation Form
 - Online Self-Evaluation Form
 - Equal Opportunity Policy
 - Policy on E-safety
 - Child Protection/Safeguarding Policy
- **Responsibilities:**
 - Principal/ Senior Leaders and Anti-Bullying Governor**
 - Will ensure that the policies and procedures for dealing with bullying are in place and their effectiveness is monitored and evaluated. The Anti-Bullying Governor will report back to the Governing Body.

Teachers and Support Staff:

- Will ensure that they deal appropriately with any incidents of bullying in line with policy and procedures.

Parents:

- Should inform the school of any bullying incident so that the appropriate action can be taken

Students

- Students should be aware of their responsibilities with regard to bullying and ensure that all incidents or concerns are reported.

OVERALL POLICY OWNERSHIP

Governors' Learner Services Committee

Date of Approval: 24th May 2017

Next Review Date: May 2019