

Penketh High School Policy



Anti-Bullying policy 2017

Rationale

At Penketh High School, we believe that every child and young person has the opportunity to reach their potential. We are committed to providing a caring, friendly and safe environment for all children and young people so 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.

Anyone who knows that bullying is happening is expected to tell a person in authority.

Penketh High School will implement an anti-bullying policy that reflects the aims and objectives of the Department for Education's 'Don't Suffer in Silence', in anti-bullying pack for schools (www.governor.co.uk) This complies with the Human Rights Act 1998, the Race Relations (Amendment) Act 2000 and 'Safe to Learn: Embedding Anti-bullying work in Schools' (2007).

Full guidance can be found at

www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/safetolearn.

Definitions

What is bullying?

Bullying is unacceptable behaviour which is intended to control, hurt or upset 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 wider abuse.

Many experts believe that bullying involves an imbalance of power between the victim and the perpetrator. This involves perpetrators having control over the relationship making it difficult for those they bully to defend themselves. The imbalance of power may be physical or psychological; it may be intellectual; having access to the support of a group, or have the capacity to socially isolate.

Examples of bullying

- 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 gender and/or 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 and/or special need
- Cyber – use of the Internet, including email and Internet chat rooms to cause upset or distress to another person. Cyber bullying can be an extension of face to face bullying, with technology providing the bully with another route to harass their victim.
- Mobile phone threats by text messaging and/or calls.
- Deliberate misuse of associated technology such as cameras and video facilities, with the intention of causing upset and/or distress

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Aims and Objectives

This policy is intended to reduce the incidence of bullying and create an environment where everyone feels safe and secure. This will enable Penketh High School to meet its statutory duty in 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

- Provide appropriate in-service training for all staff
- Ensure that anti-bullying initiatives are in integral part of the Learning for Life and assembly programme.
- Ensure a clear, uniform approach to dealing with all forms of bullying – outlined in appendix 1.
- Ensure the anti-bullying message remains high profile via pupil voice, displays, notice boards and form time
- Facilitate the maintenance of Peer Mentors and other anti-bullying initiatives
- Facilitate a closely supervised physical environment where students offer support to those who have been bullied, so that they feel safe and secure
- Work with and support young people who have been bullying others, addressing any issues they have, which may have led to their unacceptable behaviour
- Regularly canvas student views on the extent and nature of bullying via Student Council and Peer Mentors. Enlist the help and support of parents and outside agencies, such as TOOTOOT.
- Penketh High School has signed up to the Anti-bullying Alliance 'All together programme' which supports schools in developing effective strategies to prevent and respond to bullying.

The school will be credited with an 'Anti-bullying' award once the programme has been completed (Sept 2018).

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. The current Anti-bullying policy has also received input from 'pupil voice' where pupils felt the flowchart would enable a clear and uniform approach to anti-bullying procedures. 'Pupil voice' will continue to be used to capture the voice of the child and reviewed when necessary.

Responsibilities

The 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 Designated Safeguarding Lead (DSL) and learning mentors will ensure information gathered during the investigation of bullying incidents is recorded appropriately, and organised chronologically.

The Anti-Bullying Governor will report back to the Governing Body.

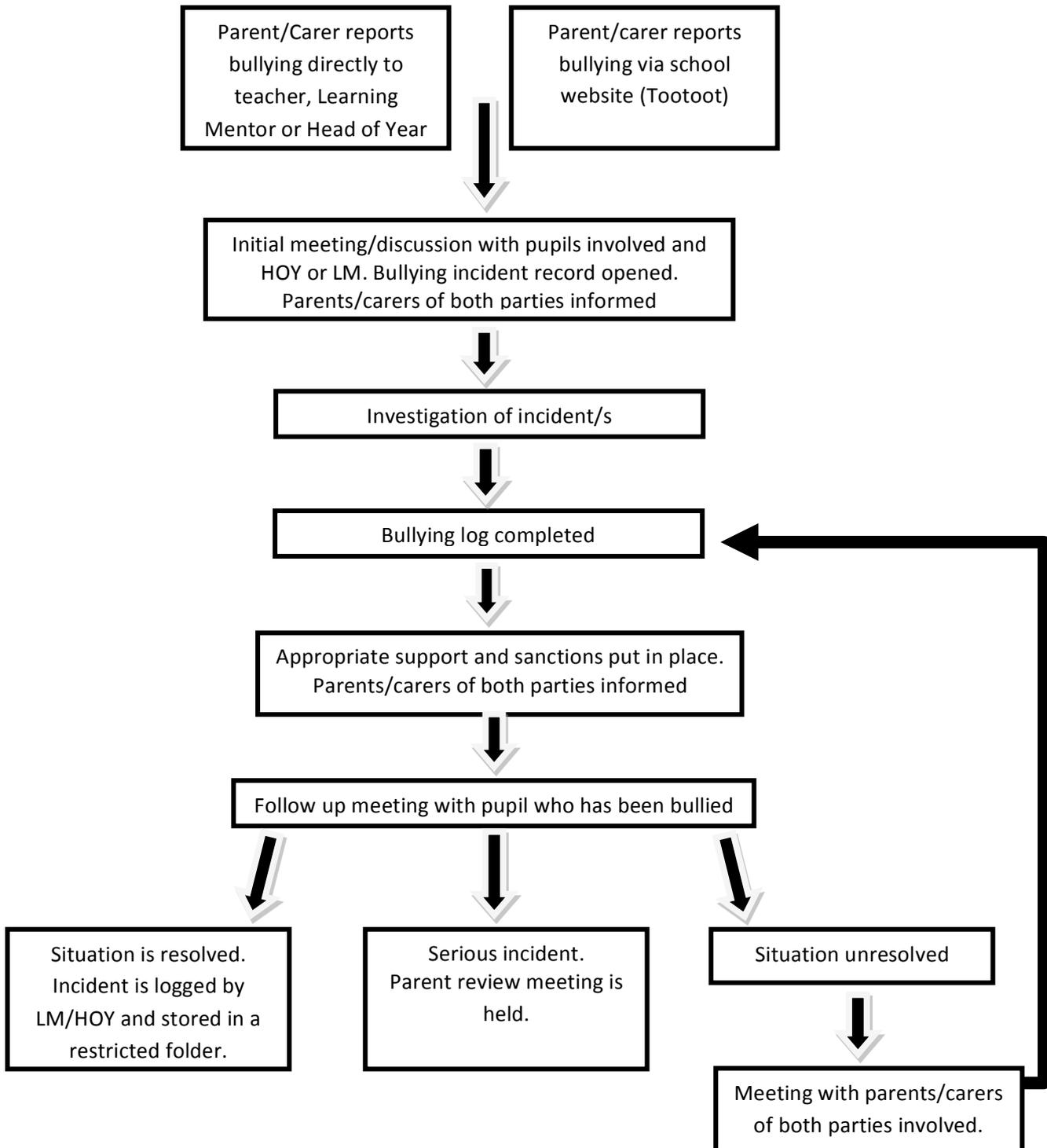
Teachers and Support Staff will ensure that any incidents of bullying are dealt with appropriately, in line with school policy and procedures.

Parents should inform the school of any bullying incident so that the appropriate action can be taken

Students will be made aware of their responsibilities regarding bullying and that all incidents or concerns are reported.



Bullying is a personal issue which requires a variety of responses to ensure each individual case is dealt with appropriately.
At Penketh High School, our priority is to ensure every issue is dealt with sensitively and effectively to minimise the negative impact on our school community.
We actively encourage pupils and parents/carers to report any incidents so that the appropriate action can be taken.



If a bullying incident remains unresolved after a parental meeting has been held for the second time, the incident will be referred to the Assistant Principal for further action.
Parents/carers will be fully involved at this stage.



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Links to other school documents

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

OVERALL POLICY OWNERSHIP

Governors' Learner Services Committee

Date of Approval: 24th May 2017

Next Review Date: May 2019