



# WHITWORTH COMMUNITY HIGH SCHOOL

## Anti-Bullying Policy

Date effective from:	March 2020
Prepared by:	Mr A Kewin
Date of next review:	March 2021

Version control record from December 2015.

Please note that where policy is LCC model policy, then the version details will be provided by LCC in the document.

Version numbers ending in a letter relate to documents under review and awaiting approval. Once a document has been approved then the version number will increase e.g. version 1a = approved version 1 being reviewed. Once version 1a has been approved it will then move to version 2.

<b>Version No.</b>	<b>Date of change</b>	<b>Reviewed by</b>	<b>Brief reason for changes</b>
2.0	11 January 2016	Mr P Dugdale	Minor amendments to sanctions
3.0	8 May 2017	Mr P Dugdale	Addition of Monitoring and Evaluation
4.0	24 January 2019	Mr P Dugdale	Minor amendments
5.0	4 <sup>TH</sup> March 2020	Mr A Kewin	Minor Amendments

## 1. INTRODUCTION

***Bullying behaviour affects everyone, not just the bullies and the victims.*** It also affects other children who watch, and less aggressive students can be drawn in by peer group pressure. Over half of people have reported that they experienced bullying at school based on their appearance (YMCA Face Report - 2018). ***Bullying is NOT an inevitable part of school life or a necessary part of growing up, and it rarely resolves itself.*** No one person or group, whether student or staff, should have to accept bullying behaviour. ***At Whitworth Community High School bullying will not be tolerated.*** Only when all issues of bullying are addressed, will a student best be able to benefit from the opportunities available at Whitworth Community High School. ***This Policy has been created by the school Anti-Bullying Ambassadors, senior staff and governors.***

## 2 DEFINITION OF BULLYING

***Bullying can occur as a result of several types of anti-social behaviour.***

***Bullying is: deliberately hurtful*** (including aggression); ***repeated over a period of time;*** and difficult for victims to defend themselves against.

Some types of bullying include:

- PHYSICAL – e.g. hitting, kicking.
- VERBAL – e.g. name-calling, insulting.
- INDIRECT – e.g. spreading nasty stories, exclusion from groups, spreading malicious rumours
- CYBER (online) – e.g. malicious texts (and other online communications), spreading malicious messages (including images). ***HTB / racist language.***

These forms of bullying have parity to some behaviours which may lead to criminal conviction when carried out in society. As we aim to develop young citizens of the future with good British Values we highlight this connection. We also use the Early Action Police team to educate students when the need arises.

Name-calling is the most common direct form of bullying. Students may be called offensive names based on a range of factors that contribute to everyone being individuals, for example because of their ethnic origin or belief, nationality or colour; sexual orientation; gender identity; some form of disability and other factors that make us different

***It is NOT bullying when: there is no intention to hurt or harm i.e.,***

- behaviour is thoughtless or accidental;
- there is a one-off fight/argument between students of equal stature or strength;
- there is a good reason why others cannot be included in a group activity;
- friends who have a temporary fall out.

However, behaviour that is repeated against an individual, and causes them distress, will be tackled within school.

## 3 AIMS AND OBJECTIVES

***Whitworth Community High School believes that its students and staff have a right to learn and work in a supportive, caring and safe environment without the fear of being***

**bullied.** Bullying behaviour is unacceptable and will be challenged. Reports of bullying behaviour will be recorded through the school's CPOM system, **taken seriously** and there will be a clear and swift response to any report of bullying behaviour. Students will be listened to, **will know that it is "OK to tell," who to tell, and how to tell. Parents will be informed of any incident,** listened to, and will be kept informed of how their concerns are being dealt with. **This policy applies to all members of the school community** and includes peer on peer bullying, **adult to child, adult to adult, and child to adult bullying.**

#### 4 LIMITS

***This anti-bullying policy embraces all aspects of school life including educational visits and will be applied accordingly.***

#### 5 RESPONDING TO BULLYING BEHAVIOUR

##### 5.1 Procedures for Recording and Reporting Bullying Behaviour

At Whitworth Community High School **any allegation of bullying behaviour will be dealt with as thoroughly and quickly as possible.** All incidents or cause for concern will be logged electronically within SIMS or CPOMS. Parents of both the bully and victim may be contacted when incidents have reached a level where bullying is confirmed. Electronic records will allow relevant members of staff to be alerted via CPOMS. This means that information is passed on to all people concerned with the welfare of the individual.

##### 5.2 Procedures for Dealing with Complaints

See school complaints policy. Complaints with regard to bullying should be put in writing to the Headteacher in the first instance.

##### 5.3 Availability of policy

Parents may at any time request a copy of the Anti-Bullying Policy. This will be available on the school website. Paper copies can be requested from reception. A student version of this policy will be available in the student planner. This will be read and signed by all students on an annual basis.

#### 6 ACTION

At Whitworth Community High School the way in which we respond to bullying behaviour will clearly differ from incident to incident. **If bullying is suspected we talk to the victim, the alleged bully and any witnesses.** If any degree of bullying is identified then help, support and counselling will be given, as is appropriate, to both the victims and the bullies. This support will be given by pastoral and teaching staff, as well as by the trained Anti-Bullying Ambassadors (who wear yellow Anti-bullying badges and hold regular session as advertised on the schools form power point. Where appropriate, **the school will adopt a restorative approach that will help both victims and perpetrators** and help prevent any recurrence or repetition in the future. Restorative sessions are led by school council, the senior prefect team, school staff and in certain circumstances the police.

We support the victims in the following ways: by offering them an immediate opportunity to talk about the experience with a teacher, a member of the pastoral team or the trained Anti-Bullying Ambassadors; by informing the victims' parents or carers; by offering continued support when they feel they need it; by taking one or more of the sanctions described below

to prevent more bullying. We also sanction, yet try to help the perpetrators in the following ways: by talking about what happened, to discover why they became involved; by informing the perpetrators' parents/carers; by continuing to work with the perpetrators in order to change behaviour and attitudes by taking one or more sanctions described below to prevent further bullying incidents.

## 7 SANCTIONS

**One or more of the following sanctions may be applied depending on the incident:** official recorded (on CPOMS) warning – verbal/written; alternative provision at break/lunch; detention; loss of privileges (such as internet access); meeting with the police; restorative justice sessions; internal exclusion; fixed term exclusion; permanent exclusion. Repeated incidents of bullying will lead to a more severe consequence being applied.

## 8 PREVENTATIVE METHODS

One of the most important preventative strategies to guard against bullying behaviour is the **ethos and culture of the school**. At this school we aim to create a warm, friendly, welcoming school where students and parents feel valued and listened to. Bullying behaviour is addressed not only in the taught curriculum but also in the 'hidden' curriculum of assemblies, form periods and PSHE days or part days. An active Student Council, an emphasis on mediation and a promotion of the restorative approach all promote the anti-bullying culture. At Whitworth Community High School we embrace the Every Child Matters Agenda. Intensive supervision at break and lunchtime creates an atmosphere whereby students feel safe. The prefect team are actively involved in supervising younger students during break and lunch times.

We believe that education and early action is the best form of dealing with bullying behaviours in the first instance. We have a section in the school planner about bullying, we deliver anti-bullying assemblies, have information on the form PowerPoint and show videos to ensure the message is kept at the forefront of students' minds.

The Anti-Bullying Ambassadors are available for students to talk to and all meetings are advertised on the schools form power point. They are also identifiable through their yellow badges for informal interventions. They also have their pictures on the anti-bullying notice board.

We expect positive expectations of students, a school where students are proud to be "upstanders" not bystanders. We promote a culture where students don't feel they can't report issues to adults. Students who make students feel that it isn't right to tell will face sanctions themselves.

## 9 INTERVENTION STRATEGIES

When bullying behaviour occurs our response is to ensure the **safety of the victim, deal with the incident, liaise with parents and manage regular follow-ups**. If bullying behaviour recurs then we as a school will put in place intervention and support in order to change behaviour. This may mean referral to outside agencies or Local Authority support agencies.

## 10 MONITORING AND EVALUATION

Simple checks will be made in school to measure progress and incidents will be monitored by the pastoral staff, Progress Leaders and SLT. **Relevant data and feedback gathered**

**from students, the Anti-bullying Ambassadors, staff, parents and governors** will enable an annual review of the policy.