



## WHITWORTH COMMUNITY HIGH SCHOOL

# Anti-Bullying Policy

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Prepared by:	Mr P Dugdale
Approved by:	Governing Body
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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

## **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. 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. 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 agreed with staff, governors and students.

## **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.

There are 3 main types of bullying:

PHYSICAL – e.g. hitting, kicking, taking belongings.

VERBAL – e.g. name-calling, insulting, making offensive remarks.

INDIRECT – e.g. spreading nasty stories, exclusion from groups, spreading malicious rumours, sending malicious e-mails or text messages, cyber-bullying.

Name-calling is the most common direct form. Students may be called nasty names because of their ethnic origin, nationality or colour; sexual orientation; or some form of disability. (DfEE – Bullying – don't suffer in silence – 2000). "Bullying is behaviour that can be defined as the repeated attack, physical, psychological, social or verbal, by those in a position of power, on those who are powerless to resist, with the intention of causing distress for their own gratification or gain". Valerie Besag 1999. 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; or friends have a temporary fall out.

## **3 AIMS AND OBJECTIVES (VALUES AND PRINCIPLES)**

Whitworth Community High School believes that its students have a right to learn 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 and 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 apprised of how their concerns are being dealt with. This policy applies to all members of the school community and includes child to child 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 and CPOMS. Progress Leaders will maintain a bullying incident record. Parents of both the bully and victim will be contacted. 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**

Parents may at any time request a copy of the Anti-Bullying Policy. Complaints with regard to bullying should be put in writing to the Headteacher in the first instance.

### **5.3 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 suspected victim, the suspected 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. 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. We may support the victims in the following ways: by offering them an immediate opportunity to talk about the experience with their form tutor, class teacher, or another teacher if they choose; 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 discipline, 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.

### **5.4 Sanctions**

One or more of the following sanctions may be applied depending on the incident: official warning – verbal/written; Alternative Provision at break/lunch; detention; loss of privileges; Internal Exclusion; fixed term exclusion; permanent exclusion.

## **6 PREVENTATIVE MEASURES**

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. An active Student Voice, 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. The installation of CCTV and intensive supervision at break and lunchtime creates an atmosphere whereby students feel safe.

## **7 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 persists then we as a school need to put in place intervention and support in order to change behaviour. This may mean referral to outside agencies or Local Authority support agencies.

## **8 MONITORING AND EVALUATION**

Simple checks will be made in school to measure progress and incidents will be monitored by the Progress Leaders and SLT. Relevant data and feedback gathered from students, staff, parents and governors will enable an annual review of the policy.