Student Anti-Bullying

Policy

Rationale

At Westhoughton High School we **LEARN**:

Look after each other
Enjoy our school
Aim high
Respect ourselves, each other and our environment
Never stop learning

These core values underpin our expectations of all members of our school community at all times. It is vital that we work together to create a safe, stimulating, friendly and caring environment in which everyone can flourish, be happy and achieve their full potential. By setting high standards and promoting positive behaviour we aim to develop each individual's sense of responsibility and encourage them to consistently make the best choices to impact positively on all members of our school community.

This policy will be communicated regularly to all school stakeholders to ensure that it is implemented consistently and fairly. It will be reviewed at regular intervals. Copies of the policy are available upon request and can also be found on the school website. This policy explicitly operates in conjunction with the following school policies:

- Respect to Learn and Behaviour Policy
- Safeguarding and Child Protection Policy
- Special Educational Needs and Disabilities (SEND) Policy
- Exclusion Policy
- Drug and Alcohol Policy
- Physical Intervention and Physical Search Policy
- Online Safety Policy
- Acceptable Usage Policy for Students

Our Partnership Agreement

At Westhoughton High School we believe our students are more likely to achieve their potential if we work in a collaborative manner with all stakeholders. To this end, a Partnership Agreement is discussed and agreed with them on entry to the school. We encourage our parents/carers to actively support what we are trying to achieve through this agreement.

Our Partnership Agreement

	As a parent/carer, I will…..	As a student, I will…..	As a school, We will…..
Being ready for school	- send my child to school in uniform - ensure my child has the correct school equipment	-wear my school uniform correctly -bring the right equipment for school	- insist that school uniform is worn correctly at all times -tell students what is needed for all lessons
Attendance/Punctuality	- make sure my child attends school on time every day	- attend school every day, on time	- encourage excellent levels of attendance and punctuality and reward these achievements
Class and Homework	-take an interest and support the work of my child - ensure my child completes homework - check and sign my child's planner each week	- listen to my teachers - work hard and show that I am willing to learn - record all homework in my planner, complete my work and hand it in on time	- have clear learning objectives for all students and teach high quality lessons - offer a broad and balanced curriculum to allow students to succeed - set appropriate work and mark regularly - provide a planner and set homework that the form tutor will monitor
Behaviour for Learning	- support the school's standards of behaviour - encourage my child to have high standards of behaviour at all times	- behave well and follow the school R2L code to ensure that school is a pleasant environment to work in	-insist on high standards of behaviour from all students - follow our R2Lcode guide lines
Learning Support	- let the school know of any problems that may affect my child's learning	-let a member of staff know if I have any worries	- listen and respond quickly to any concerns

Links with school	-attend parents' meetings -read letters from school -ensure that my child attends for external examinations	-take all letters and communications from school home to my parents	-report on your child's progress, attendance and punctuality -hold parent's meetings to discuss progress - inform parents of any worries or concerns where necessary
Extracurricular/life of school	-support events in which the school is involved	- find out what opportunities are open to me	- inform you of events in the life of the school

Section A: Introduction

Article 19 of UNICEF convention of the rights of the child states all children should have the right to protection from all forms of violence: 'Children have the right to be protected from being hurt and mistreated, physically or mentally.'

The Equality Act 2010 introduced a public sector equality duty. All schools must have due regard to the need to: 'eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.'

Bullying is any deliberate, repeated behaviour that physically or emotionally hurts someone.

Westhoughton High School is committed to ensuring that all stakeholders are aware of what bullying is, why it is wrong, what their responsibilities are to prevent bullying, how the school responds to bullying and how it monitors the impact of its policy.

Westhoughton recognises that bullying is a serious issue that can have substantial impacts on the well-being of victims therefore the school has a zero-tolerance approach to bullying of all kinds. We believe that it is the right of every pupil and every staff member to work in a positive and safe environment and that it is the responsibility of everyone in the school community to ensure that this happens. The aim of this policy is to promote the effective prevention of bullying and a consistent approach to dealing with bullying incidents when they occur.

Section B Statements and procedures
1) Bullying behaviour can take a number of different forms:

- Emotional – being unfriendly, excluding, tormenting.
- Physical – pushing, kicking, hitting, punching or any use of violence.
- Verbal – name-calling, sarcasm, spreading rumours, teasing.
- Cyber – all areas of internet such as e-mail and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology i.e. camera and video facilities.

Bullying behaviour can be:
- Racist – because of/focusing on issues of race
- Homophobic – because of/focusing on issues of sexuality LGBTQ+
- Disablist – because of/focusing on issues of disability or additional need (SEND)
- Sexual - including sexually abusive comments
- Appearance related – because of/focusing on issues of appearance
- Other targeted vulnerable groups of children can be young carers and looked after children

2) Victims of Bullying

Anyone can be a victim of Bullying. Staff dealing with bullying will be sensitive to the victim. They will establish the personal details and details of the alleged bullying to ensure that appropriate action and support is given.

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3) Specific Responsibilities

Headteacher/Leadership team will:

- Disseminate policy to whole school community annually at the start of the academic year.
- Ensure that all staff at appropriate levels are aware of their responsibilities both in the prevention of bullying and in their response to dealing with it.
- Ensure that staff new to the school are informed of the policy and the procedures around bullying form part of the new staff induction.
- Publish summary booklets offering advice to staff, pupils and parents annually (see appendices 1, 2 and 3).
- Appoint a member of the school leadership team (Martin Parkinson) to offer strategic management of the Anti-Bullying policy and procedure supported by the Student Support Team.

Governing Body:

The Safeguarding Committee within the Governing Body will review the Anti-Bullying Policy annually. They will also evaluate the impact of the school's anti-bullying work by reviewing the number of bullying incidents investigated by the years, gender, age range, most affected and the nature of the bullying reported. This will allow for the Safeguarding Committee to work closely with the school where further targeted anti-bullying work needs to be addressed.

All teaching staff:

- Will be made aware of the policy and have access to a staff summary booklet.
- Will know how to respond to concerns around bullying.

Student Support Team:

- Are aware of the anti-bullying policy and are responsible for case managing incidents of bullying in their cohorts in line with school procedure.
- Will complete appropriate reports to ensure that bullying case work can be fully evaluated.

Strategies to Prevent Bullying

Westhoughton High School promotes a positive ethos to prevent acts of bullying between pupils and strives to create a positive and supportive environment for the whole school community. Specifically, the following measures will be taken:

- Anti-Bullying Week – this will be a high profile event on the school calendar to raise awareness of bullying and everyone's responsibility in preventing and responding to it (signing our Westhoughton together against bullying pledge).

- Together Against Bullying Anti-Bullying Ambassadors recruited annually. They will participate in a training conference and will deliver key messages to their cohorts via assemblies and through LEARN form activities and circle time.

- Assembly programme – Bullying will regularly feature on the assembly programme delivered by a range of staff focusing on key aspects such as being an` Upstander` and cyber-bullying.

- RE/PSHCEE with a focus on Anti-Bullying in years 7-11 in order to underpin anti-bullying work.

- Counselling and self-esteem work, will be completed with pupils who have been the victims of or perpetrators of bullying delivered through the school's Behaviour Unit.

- Peer mentoring scheme – (Together Against Bullying Group) pupils trained to act as peer mentors to pupils identified as vulnerable to the social challenges of a large high school.

- Promotion of reporting bullying concerns – pupils will be encouraged to report bullying to members of staff. Pupils will have a range of methods of reporting open to them.

- Encouraging students to report incidents of bullying out of school, on the way to school as well as in school.

- Informing parents and carers about potential risks.

•   Parents/carers can help by making sure their child understands the school's policy and, above all, how seriously the school takes incidents of cyber-bullying. Parents/carers should also explain to their children legal issues relating to cyber-bullying. If parents/carers believe their child is the victim of cyber-bullying, they should save the offending material. Parents/carers should contact the school as soon as possible.

Strategies to respond to bullying

There are a variety of ways of reporting bullying incidents, and these methods will be clearly communicated to all stakeholders. (see appendices 1,2 and 3) When bullying does occur our priority will be to deal with each incident sensitively and efficiently to try to minimise the negative impact it may have on members of the school community. Staff will always consider sensitively the needs of the victim, especially how they wish the matter to be resolved. All reported incidents of bullying are recorded using the Bullying Incident Record and an action plan to deal with the issue will be created. Each action plan will be unique to the individual incident however it could include the following:

•   Peer mentoring – pupils (Together Against Bullying Group) will be specifically trained to mentor victims of bullying to provide an extra layer of support.

•   Counselling and self-esteem work for victims of bullying – where appropriate a range of internal and external services will be offered to those affected by bullying.

•   Intervention work and, where necessary, school discipline sanctions for pupils who have been involved in bullying behaviour.

•   Restorative action, where appropriate, for pupils involved in bullying incidents.

F) Monitoring Procedures

•   Bullying incidents will be logged and managed by the child's SSL/SPL
•   The details of those involved and the incidents will be recorded in Synergy and the Bullying Incident Record and pupil action plan. The follow up record sheet will be completed.
•   All documents relating to bullying incidents are stored within a designated bullying file held by each pastoral year team.
•   Bullying incidents will be reported to Assistant Headteacher (KS3/KS4) as part of pastoral line management monitoring.
•   Regular reports focusing on bullying incidents will be made to the safeguarding governors committee.
•   The anti-bullying policy will be regularly reviewed and updated to address need.

Section C Additional Information and Guidance

Signs and Symptoms of bullying

Victims of bullying may show a range of different characteristics and behaviours however, the most important sign that something may be wrong is a change in usual behaviour for a pupil. Such behaviour can include:

- Being unusually quiet and reluctant to join in
- Being teary
- Angry outbursts
- Anxiousness or expressing worries
- Absence from school
- Tiredness
- Obvious bruising/marks
- Ripped clothing
- Missing equipment/belongings without explanation
- Unhappy to travel to and from school

All concerns about a child should be taken seriously and should be reported in line with school safeguarding procedures.

Further information on current issues

Homophobic Bullying and Cyberbullying both fall under the overall definition of bullying and therefore will be dealt with according to the policy and procedures outlined above. However, we feel that it is important to add further clarification about these two categories of bullying which are currently emerging as significant issues in wider society.

Homophobic Bullying

Homophobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual, transgender, questioning or intersex (LGBTQI) people.

A range of people in school may experience homophobic bullying:

- Young people who are LGBTQI
- Young people who are thought to be LGBTQI
- Young people who are different in some way – they may not act like the other boys or girls.
- Young people who have gay friends, or family, or their parents/carers are gay.
- Teachers, who may or may not be LGBTQI

Homophobic bullying, as with all forms of bullying, can occur in different ways. Incidents of homophobic bullying will be dealt with in line with the actions outlined in Section B

In addition, staff and pupils will actively challenge casual homophobic language and will ensure that repeated incidences which therefore fall under the definition of bullying are dealt with in line with the policy actions.

The occurrence of homophobic bullying will be explicitly recorded and monitored by pastoral staff. This information will be regularly shared with staff and governors and if a specific need for further action is identified this will form part of ongoing anti-bullying work.

Tolerance and respect for difference are part of our Westhoughton ID and will repeatedly be key themes in the taught curriculum and at appropriate points awareness raising activities such as assemblies and workshops will be held to improve the understanding of the school community about LGBTQI issues.

Cyberbullying

Cyberbullying is also addressed within the school Online safety policy policy.
Cyberbullying includes the use of phones and computers/electronic devices to harass, threaten or intimidate someone. It can include the use of instant messaging, e-mail, chat rooms, social networking sites, sharing images/videos, trolling, excluding children from activities/friendship groups, setting up hate sites, silent or abusive phone calls, vilification/defamation and impersonation.

Cyberbullying:
• can take place at any time and intrude into spaces that have previously been regarded as safe and personal;
• can provide the potential for anonymity on the part of the bully. This can be extremely distressing for the victim;
• can provide the potential for the bully to play very rapidly to a larger audience;
• can provide the difficulty in controlling electronically circulated messages as more people get drawn in as accessories. By passing on an image or message, a bystander becomes an accessory to the bullying.

Cyberbullying may also involve 'sexting'. In such cases staff will follow the most up to date guidance and if necessary will seek further advice from the police or other external agencies.

Children and parents are advised not to reply to abusive messages but to save and report them. Please do not delete anything (even if it is upsetting) as the material may be important evidence.

Civil and Criminal Law
It can be considered a criminal offence under several different acts including, Protection from Harassment Act (1997) and the Malicious Communications Act (1988).

School will ensure that all staff and pupils receive regular training on the safe and appropriate use of the internet. The issue of cyberbullying will appear in the taught curriculum (ICT/PSHE) and through assemblies and workshops at appropriate points.

The occurrence of cyber bullying will be explicitly recorded and monitored by pastoral staff. This information will be regularly shared with staff and governors and if a specific need for further action is identified this will form part of ongoing anti-bullying work.

Incidents of cyber-bullying will be dealt with on a case by case basis in line with the school behaviour policy. Where appropriate, advice may be sought from the police or other external agencies and if a potential criminal offence has been committed school staff may advise the parents of the pupil to refer the matter to a police investigation.

Attachments

Attachment 1 : Anti-Bullying Staff Handout
Attachment 2 : Anti-Bullying Parent handout
Attachment 3 : Anti-Bullying Pupil Handout

Journeys to and From School

Bullying can occur outside of school and during journeys to and from school. These behaviours should be reported to school promptly so that school can take actions to intervene and support appropriately. Incidents will be dealt with on a case by case basis. Where appropriate, advice may be sought from the police or other external agencies.

Attachments

Attachment 1 : Anti-Bullying Staff Handout
Attachment 2 : Anti-Bullying Parent handout
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Together Against Bullying
Anti– Bullying Staff Summary Policy

Bullying is any repeated deliberate behaviour that physically or emotionally hurts someone

Emotional	Physical
Being unfriendly, excluding, tormenting	Pushing, kicking, hitting, punching or any use of violence
Verbal	**Cyber**
Name-calling, sarcasm, spreading rumours, teasing	All areas of internet, mobile phone threats by text messaging or calls, misuse of associated technology i.e. camera

How do I recognise a victim of bullying?

Victims of bullying may show a range of different characteristics and behaviours however the most important sign that something may be wrong is a change in their usual behaviour. Some other common signs are:

• Being unusually quiet and reluctant to join in
• Tearful
• Angry outbursts
• Appearing anxious or worried
• Absence from school
• Tiredness
• Obvious bruising or marks
• Ripped clothing
• Missing equipment or belongings without explanation

This is a summary document. The full version of the Anti-Bullying Policy can be found on our school website.

Who should deal with bullying issues?

All personnel of the school have a responsibility to deal with bullying.

As a member of staff in our school pupils may choose to disclose a bullying incident directly to you. Please take as much information from the student/students as you possibly can. **All instances of bullying or suspected bullying must be referred directly to your SSL/SPL immediately and should be logged on our Synergy system.**
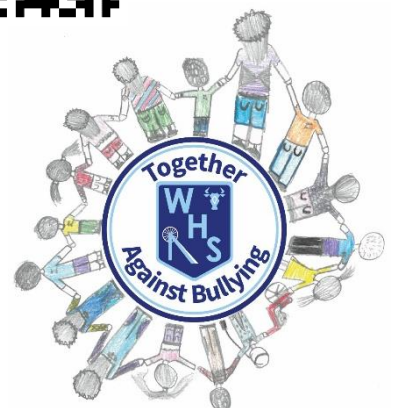
They will Consider:

- Do the pupils involved share the same classes?
- Does the pupil feel immediately threatened?
- Does the incident involve more than 2 pupils?
- Has specific racist/homophobic language or physical violence been used?
- Is the pupil afraid of being identified by the pupils responsible for the bullying?
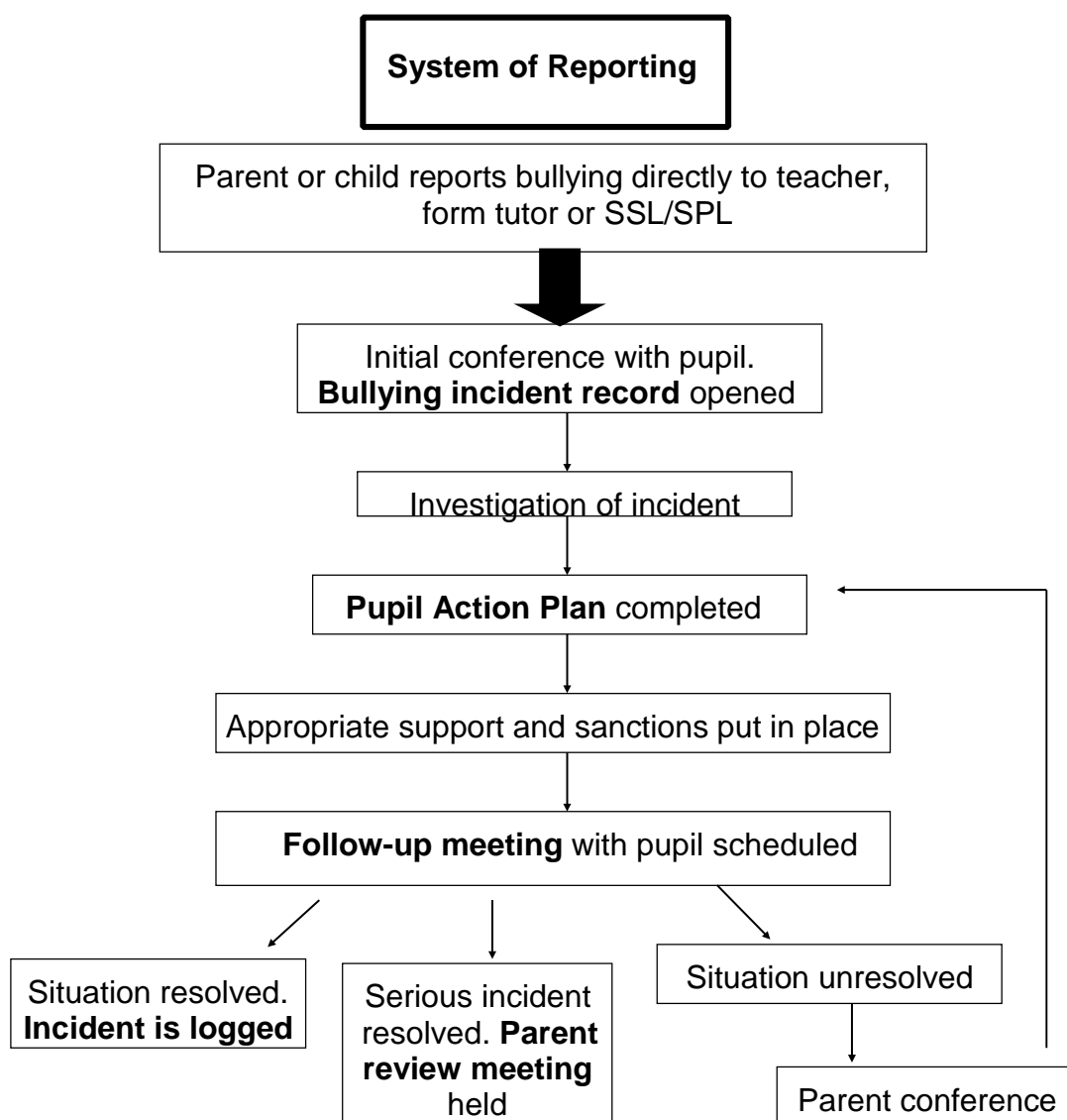
SSL/SPLs will

- Take all concerns seriously.
- Investigate all aspects of the incident fully and establish the facts.
- Discuss any proposed action with the pupil before taking it.
- Focus on resolution and moving forward.
- Apply sanctions if appropriate in line with behaviour policy.
- Keep a written record (AB incident form in TEAMS).

Students can use our QR code to report bullying anonymously.

Where a report of bullying is made the system below should be followed by all staff.

System of Reporting

Parent or child reports bullying directly to teacher, form tutor or SSL/SPL

Initial conference with pupil.
Bullying incident record opened

Investigation of incident

Pupil Action Plan completed

Appropriate support and sanctions put in place

Follow-up meeting with pupil scheduled

Situation resolved.
Incident is logged

Serious incident resolved. **Parent review meeting** held

Situation unresolved

Parent conference

Where a bullying situation remains unresolved after a second action plan the incident will be referred to SSL/SPL or Assistant Headteacher for further action. Parents will be fully involved at this stage.

Consistency is our greatest tool and lack of consistency is our greatest weakness. All bullying incidents must be taken seriously and should be recorded.

Further advice and support can be accessed by pupils from:

ChildLine
0800 1111

KOOTH.COM
FREE ONLINE SUPPORT FOR YOUNG PEOPLE

Together
Against Bullying
WHS

What does Westhoughton High School do to prevent bullying?

The personnel of Westhoughton High School will do all that they can to prevent bullying incidents and will strive to create a positive and supportive environment for the whole school community. Specifically, the following measures will be taken:

- Anti-Bullying Ambassadors
- Anti-Bullying week
- Assembly programme
- Anti-Bullying policy will be issued in pupil friendly format
- Form time activities
- Citizenship programmes of study
- Mentoring programmes
- E-safety programme with a focus on cyberbullying

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Anti-Bullying Ambassadors (Together Against Bullying) — a team of pupil representatives to promote the anti-bullying message and organise key events **Anti-Bullying week** - a high profile event on the school calendar and the point of review for the school bullying policy. This will be used to raise awareness.

Assembly programme - delivered by a range of staff focusing on specific aspects such as cyber bullying and social exclusion.

Anti-bullying policy will be issued in pupil friendly format— practical guidance on where to seek help.

Form time activities - structured to raise bullying awareness **LEARN/RE/PSHCE programmes of study** - focus on treating others with respect and making good decisions.

Mentoring programmes - with particular emphasis on early intervention with vulnerable pupils to raise self-confidence and to give additional support.

Pupil audit/Pupil voice - annual pupil audit on bullying to assess the current situation and regular liaison with student council to raise issues.

Anonymous reporting system – QR code on the school website, posters in school and student planners.

5 Golden Rules when dealing with bullying

Never ignore suspected bullying

Do not make premature assumptions

Listen carefully to all accounts

Adopt a problem solving approach

Follow up repeatedly

Westhoughton High School Bullying Information for Parents

Bullying is any repeated deliberate behaviour that physically or emotionally hurts someone

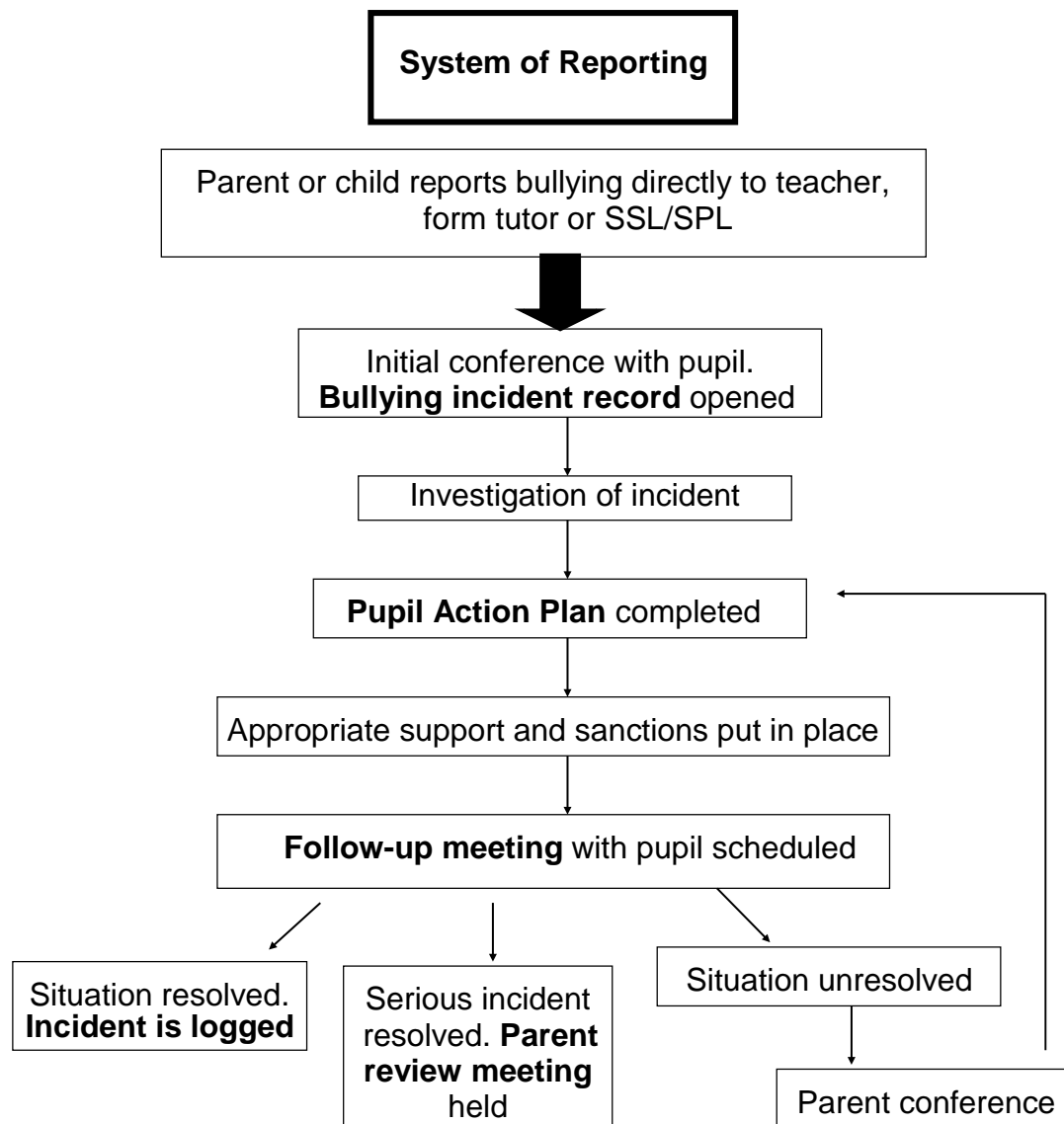| Emotional	Physical
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Is my child being bullied?

Victims of bullying may show a range of different characteristics and behaviours, however the most important sign that something may be wrong is a change in their usual behaviour. Some other common signs are:

- Being unusually quiet and reluctant to join in
- Tearful
- Angry outbursts
- Appearing anxious or worried
- Reluctance to go to school
- Tiredness
- Obvious bruising or marks
- Ripped clothing
- Missing equipment or belongings without explanation
- Unhappy travelling to and from school

Communication is extremely important, talk with your child if you have concerns about them. School staff will always be happy to listen to you concerns about the wellbeing of your child and will offer guidance and support.

Bullying is a personal issue which will require a range of responses appropriate to individual situations. Our priority is to deal with incidents sensitively and efficiently to minimise their negative impact on members of our school community. We openly encourage incidents to be reported and we provide clear guidelines on the most appropriate action to be taken.

System of Reporting

Parent or child reports bullying directly to teacher, form tutor or SSL/SPL

Initial conference with pupil. **Bullying incident record** opened

Investigation of incident

Pupil Action Plan completed

Appropriate support and sanctions put in place

Follow-up meeting with pupil scheduled

Situation resolved. **Incident is logged**

Serious incident resolved. **Parent review meeting** held

Situation unresolved

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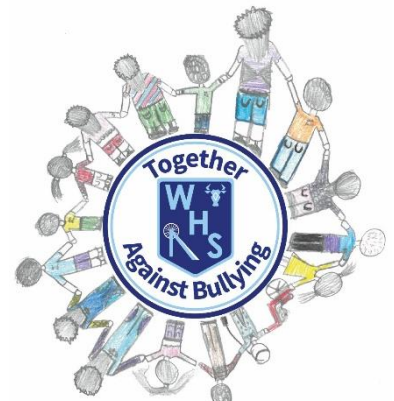
Examples of support for inclusion in action plan

- Peer mentoring
- Counselling and self-esteem work
- Regular follow up reviews
- Clear sanctions for bullying behaviour in accordance with school behaviour policy
- Programme of intervention for bullying behaviour

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Follow up repeatedly

Who to contact
(use the space below to record the names of school staff working directly with your child)

Form Tutor
SSL
SPL
Assistant Headteacher

Students can use our QR code to report bullying anonymously. This is on the school website in the students' planners and displayed around school

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- E-safety programme with a focus on cyberbullying

Further advice and support can be accessed by pupils from:

Contact school if you have any concerns regarding a bullying issue

01942 814122

whsoffice@westhoughton-high.org

Y7pastoralteam@westhoughton-high.org

Y8pastoralteam@westhoughton-high.org

Y9pastoralteam@westhoughton-high.org

Y10pastoralteam@westhoughton-high.org

Y11pastoralteam@westhoughton-high.org

Westhoughton Against Bullying
Anti-Bullying Pupil Policy

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**Westhoughton High School has a zero tolerance approach to Bullying of all kinds. We believe that it is the right of every pupil and every staff member to work in a positive and safe environment and that it is the responsibility of everyone to make sure that this happens.
What should you do if you are being bullied?**

What should you do if you are being bullied?

Tell someone. The bully's biggest friend is silence. You need to find someone that you trust—a friend, a teacher, a relative and let them know what is happening. Bullies will rely on you keeping quiet they don't like to be challenged.

Don't worry. Our main priority is to stop the bullying. We will work with you to develop a plan of practical things that we can do to help. We will find a way to make things better.

How can I report bullying in school?

You can talk to any member of staff, however specific people who are here to help are:
Your form tutor
Your Student Support Leader (SSL)
Your Student Progress Leader (SPL)
Assistant Headteacher KS3 - Mr Parkinson
Assistant Headteacher KS4 - Mr Dignam

If you want a parent or friend to call school on your behalf the numbers are:
01942 814122

Use our QR code to report bullying anonymously, this is also available in your student planner on the school website and is displayed around school.

Where else can I get advice from?

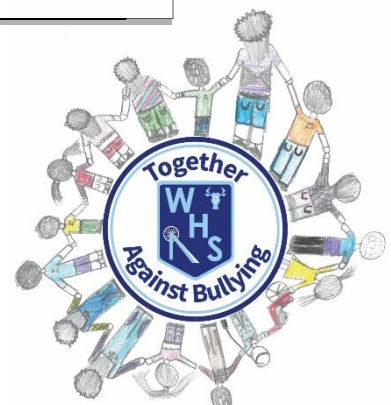If you report bullying what
can you expect to happen?

You will always be taken seriously

Your concerns will be fully investigated

You will work together with a member of staff
on an action plan to resolve the bullying

You will never be forced into an action that you
do not feel comfortable with

You will be given support and will receive
regular follow up

Any Questions?........

I am worried about talking to someone, wont it just make the problem worse?

This is the main fear of bullying victims. Most of the time telling someone about a bully helps to sort out the problem straight away. If the situation has not got better, or even become worse you must not give up. Go back and explain to the person helping you. The school can now use a range of serious actions to protect and support you.

My friends are picking on someone- what should I do?

Eventually you may well be labelled a bully yourself. No-one finds standing up to their friends easy but you need to either persuade them that their behaviour is wrong OR distance yourself from their actions. Try talking to some of the group individually and see if they agree with you that things have gone too far. You might find other people feel the same way but thought they were on their own.

I know that someone is being bullied should I get involved?

If you see another pupil suffering or looking threatened and you ignore the situation then you are allowing bullying to win and you are making sure someone's suffering continues. If you are confident enough stop the situation and point out how wrong the behaviour is. Perhaps you could take the victim to a teacher and explain what you saw. If you are nervous about stepping in you can simply report what you saw. This can be done directly to a teacher or can be done anonymously via the school website, or using the QR code in your planner