

ALDERMAN PEEL HIGH SCHOOL

ANTI BULLYING POLICY

To be reviewed October 09¹

Aims

The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Every student has the right to be safe and happy, and to be protected when feeling vulnerable. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at school.

Anybody who is the target of bullying will be supported by the school.

Anybody who feels they are being bullied will be supported.

Anybody who bullies will face appropriate action.

Anybody who has bullied will also be supported by the school in order to change their behaviour.

It is the responsibility of every member of the school community to help challenge bullying in a positive way and to report bullying.

Definition

Bullying is defined as deliberately hurtful behaviour. It is behaviour that is normally ²repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are:

- **physical** – such as hitting, kicking, taking or damaging possessions
- **verbal** – such as name calling, threatening comments, insults, racist remarks, teasing or sending nasty notes
- **indirect social exclusion** – such as deliberately leaving someone out, ignoring someone, spreading rumours about someone or about their family
- **cyber-bullying** – is a more recent problem that has arisen through the expansion of mobile phones and the internet. It may include threats or name-calling via Internet chat rooms, web pages, texts or phone calls. It may also involve the misuse of associated technology such as cameras and video facilities.

To understand bullying it is vital to keep aware of new and changing methods.

¹ Propose an annual review in synch with the National Anti-bullying week.

² Not necessarily repeated

Note not all actions listed above will always constitute 'bullying; but are unacceptable and a will be dealt with by appropriate school action.

Importantly people may feel bullied whether or not this was intentional.

Racial, sexual or homophobic harassment involves the same kinds of behaviour directed against someone because of their cultural or ethnic identity, their gender or sexuality

Warning Signs of Bullying

These are some of the signs of a student being bullied (this is not an exhaustive list):

- Torn clothing and damaged books
- Sudden mood swings that do not normally occur
- Loss of belongings
- Requests to be accompanied to and from school and between lessons.
- Change routines such as the journey to and from school
- Bedwetting
- Nervous tics
- Underachievement at school
- School refusal
- Physical marks
- Avoidance of certain days/lessons

Schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and students.

Implementation

Schools

In the first instances, it is important to make it clear to the target that revenge is not appropriate.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Student Progress Team.
- The Student Progress Team will interview all concerned and will record the incident

- Every effort is made to resolve the problem through counselling of both parties
- All incidents will be monitored over several weeks by the Student ProgressTeam to ensure that the problem has been fully resolved. This will include reviewing the issue with the target and perpetrator.
- A nominated member of staff will be identified for the target of bullying and perpetrator to speak to if they have any concerns. Where necessary staff will be kept informed and if it persists the Student Progress
- Team will advise the appropriate Headteacher.
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation will all parties concerned.

Students

It is very important that all students are aware of the people who will listen and act. Students are therefore encouraged to inform immediately to one of the following:

- ☐ Student ProgressTeam member
- ☐ Any subject teacher or Teaching assistant
- ☐ Lunchtime supervisors – who will inform Student Progress Team
- ☐ Their tutor
- ☐ Any Peer Mentor

Students who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
- identifying a member of staff with whom they can talk if they have any future concerns
- reassuring the student
- offering continuous support
- restoring self-esteem and confidence

Students who have bullied will be helped by:

- discussing what happened
- discovering why the student became involved
- establishing the wrong doing and need to change
- identifying a member of staff with whom they can talk if they have any future concerns.
- informing parents or guardians to help change the attitude of the student

The following disciplinary steps can be taken:

- official warnings to cease offending

- detention
- Isolation
- seclusion
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in English/³PSHE/Citizenship, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Also, to encourage openness and raise awareness of bullying through:

- ☐ student ownership via Student Council
- ☐ Peer mentoring and mentoring training
- ☐ Visual displays around the school on the topic of bullying

Legal Requirements

This policy has been written in accordance with the School Standards and Framework Act, 1998 (SSFA). Alderman Peel's Anti Bullying policy aims to safeguard and promote the welfare of children in accordance with s.175 of Education Act 2002 in line with guidance released by the DfES (DfES/0027/2004 Safeguarding Children in Education). Equally all students present in the school are given the opportunity to contribute their views through Student Council thereby fulfilling Article 12 of the United Nations Convention on the Rights of the Child 1989. The review of this policy has followed guidance from a number of bodies including the DfES advice from Bullying: Don't Suffer in Silence 2000. This policy aims to fulfil the relevant requirements of the Human Rights Act (1998).

Finally, in accordance with Race Relations (Amendment Act) 2000 and Local Authority please consult any the school's Anti Racist Policy regarding any incident that may potentially involving racism.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness through feedback from Student Council, Student Progress Team, Student & Curriculum Governors Group, parents and staff. The policy will be promoted and implemented throughout the school. It will also will be reviewed as part of The Strategy strand of Behaviour and Attendance

Success Criteria

³ In light of approach to new National Curriculum

All staff and students will feel safe and comfortable at Alderman Peel High School without fear of being abused in any way.

All bullying to be logged.

All incidents to be dealt with according to the policy

All staff, pupils and governors to be aware of the policy

Reviewed by Mr. N Youngman

Ratified by Leadership Team:

Ratified by Governing Body:

Date: