



Anti-Bullying Policy

Ref: S002

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Prospere Learning Trust is a Multi Academy Trust
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1. Introduction:

- 1.1. Bullying is deliberately hurtful behaviour, whether physical or psychological, repeated over a period of time where it is difficult for those being bullied to defend themselves.
- 1.2. According to 'Kidscape' the working definition of bullying is:
 - it involves aggression (deliberate) and unequal power relationship;
 - it results in pain or distress and is persistent.
- 1.3. Our definition of bullying, carefully constructed by our team of Anti-Bullying Ambassadors across all 5 Year groups, is **“A persistent and deliberate attempt to hurt or humiliate someone.”** This is a part of our “Kindness Contract” which is distributed and signed by all students every term. (Appendix 2.)
- 1.4. Chorlton High School will not tolerate bullying and will seek to deal with it quickly and effectively. All students should be able to work in a caring, supportive environment and bullying has no place in this vision.
- 1.5. It is recognised that all schools are likely to have a problem with bullying at some time. This school regards bullying as particularly serious and firm action will always be taken against it.
- 1.6. This policy aims to produce a consistent response, by the school, to any bullying incidents that may take place.
- 1.7. The Chorlton High School Anti-Bullying Charter was designed for students by students (see Appendix 1).

2. Recognising the Signs of Bullying:

- 2.1. Bullying is deliberately harmful behaviour over a period of time. Staff will watch out for the signs and symptoms of the following forms of bullying:
 - physical;
 - verbal;
 - indirect, e.g. spreading rumours or social exclusion;
 - misuse of mobile phones or online social media, message boards and chat rooms.
- 2.2. The school recognises that any student can be bullied but certain factors can make bullying more likely:
 - a lack of close friends in the school;
 - shyness;
 - race, religion, sexual orientation or social class;
 - a disability or some other obvious difference, e.g. stammering or acne.
- 2.3. Staff will suspect bullying is occurring if a student:
 - becomes withdrawn and anxious;
 - shows a deterioration in his or her work;
 - starts to attend school erratically;
 - has spurious illnesses;
 - persistently arrives late at school;

- prefers to stay with adults.

3. Preventing Bullying:

- 3.1. The school will raise the awareness of the anti-social nature of bullying and the school's total opposition to bullying through PSHE, tutor time, assemblies, the School Council, use of mentoring time, the curriculum, our anonymous email system, national Anti-Bullying Week and by example.
- 3.2. Staff will not ignore bullying or suspected bullying. All school staff will intervene to prevent bullying incidents from taking place. After initial intervention the staff member will record the details of the incident (on CPOMS using the bullying "tag") and make a referral to the Head of Year, Year Mentor or attached Assistant Headteacher.
- 3.3. The school will encourage students to report any incidents of bullying to a teacher or other adult at school. Students will be told that they may bring a friend with them if they wish. If they feel unable to speak to a trusted adult, the students are made aware of the school's anonymous email system; nobystanders@prospere.org.
- 3.4. The school will ensure that all staff, students and parents are aware of the school's anti-bullying policy.
- 3.5. Staff will praise and encourage students when they show kindness and consideration to others.

4. Dealing with Bullying Incidents:

- 4.1. Any incidents of bullying will be taken seriously and dealt with as quickly as possible. Staff will do all they can to support the victims of bullying and make it clear to the bully that this behaviour is not acceptable.
- 4.2. In dealing with bullying, school staff will:
 - Not ignore it.
 - Not make premature assumptions.
 - Listen to all accounts of the incidents.
 - Adopt a problem-solving approach that encourages students to find solutions rather than simply justify themselves.
 - Make regular follow-up checks to ensure that bullying has not resumed.
 - Carry out mediation, if required.

5. If a Student is Bullied:

- 5.1. Staff who receive a report of bullying from a student will:
 - Listen to the student's account of the incident.
 - Reassure the student that reporting the bullying incident was the right thing to do.
 - Make it clear to the student that he or she is not to blame for what has happened.

- Make a note of what the student says.
 - Explain that the student should report any further incidents to a teacher or other member of staff immediately.
- 5.2. Staff will ask the student:
- What has happened?
 - How often has it happened?
 - Who was involved?
 - Where has it happened?
 - Who saw what happened?
 - What he or she has done about it already?
- 5.3. This information will be referred as soon as possible to the Head of Year/Year Mentor or attached Assistant Headteacher.

6. Advice to Students:

- 6.1. The school will advise students who are caught up in bullying incidents to:
- Stay calm and look as confident as possible.
 - Be firm and clear. Tell the bully to stop.
 - Get away from the situation as quickly as possible.
 - Immediately tell an adult what has happened.
 - Make or keep a record of what has happened.

The Anti-Bullying Charter designed by students is up in classrooms and on corridors and serves as a daily reminder of what to do. (Appendix 1 – page 7)

7. Support Services:

- 7.1. Staff will direct students involved in bullying incidents to appropriate support within school, e.g.:
- Form Tutor.
 - Head of Year, Year Mentor or attached Assistant Headteacher.
 - External mentor service.
 - Mediation (by mentors or teachers).
 - School Nurse.
 - Peer support (Buddies).
 - Circle of friends.

8. Helping Bullies to Change:

- 8.1. Staff will spend time to help students who have bullied others to change their behaviour. If a student is bullying others, staff will:
- Talk to the student and explain that bullying is wrong and makes others unhappy.
 - Discuss with the student how to join in with others without bullying.
 - Talk to the student about how things are going at school, his or her progress and friends.

- Give the student lots of praise and encouragement when he or she is being kind and considerate to others.

9. Dealing with Serious Bullying:

- 9.1. If the preventative measures and peer support strategies do not succeed, serious bullying will be dealt with under the school's discipline policy. The bully may:
- Be removed from the group and placed in a different class or form.
 - Receive a sanction.
 - Attend a meeting with key pastoral staff and a parent/carer to discuss the issue.
 - Receive support from our on-site support services.
 - Be banned from a school trip or other events, where these are not an essential part of the curriculum.
 - Be excluded for a fixed period.
 - Be placed in an alternative provision or recommended for a Step Out.
- 9.2. In the most serious cases, permanent exclusion may be considered, if the bullying involves serious actual or threatened violence against another student or amounts to persistent and defiant misbehaviour.

10. Recording Incidents

- 10.1. All incidents of bullying and discussions with the students involved will be recorded, along with the school's response. This will be recorded on a central record through CPOMS. This record will be monitored by the Assistant Headteacher: Director for Inclusion.

11. Co-operating with Parents and Carers

- 11.1. The school will work with parents in dealing with bullying. Bullying in school is everyone's problem. All staff, students and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone.
- 11.2. The school will ensure that parents and students are aware of the school's anti-bullying policy and the mechanisms in place to deal with it.
- 11.3. Parents, carers and families are often the first to detect signs of bullying. Common physical symptoms include headaches, stomach aches, anxiety and irritability.
- 11.4. The school will encourage parents who suspect that a child is bullying or being bullied to immediately contact the school and make an appointment to see the child's Form Tutor or Head of Year as soon as possible.
- 11.5. Parents and carers will be informed of incidents and will be involved in discussions. The school will discuss with parents how they can work together to stop the bullying.

12. Monitoring and Review

- 12.1. This policy is regularly monitored and reviewed, on a two-year cycle, by the Head teacher to ensure that it is working as effectively as possible.

Appendix One – Anti Bullying Charter

If you're being bullied

-  **1. Tell a trusted adult**
-  **2. Keep a record**
-  **3. Don't retaliate**
-  **4. Surround yourself with people that make you feel good**
-  **5. Don't blame yourself**
-  **6. It's not your fault**
-  **7. Be proud of who you are**
-  **8. If you can't do any of the above then email:**

nobystanders@prospere.org.uk

**STRONG PEOPLE STAND
UP FOR THEMSELVES**

→ BUT ←



STRONGEST

PEOPLE

STAND UP FOR OTHERS

#NOBYSTANDERS



Appendix Two – Kindness Contract

KINDNESS CONTRACT

Supporting Friendship and Responsibility



We want Chorlton High to be a happy, harmonious learning community where students and staff feel safe and secure. Bullying has no place in our community.

We define bullying as 'A persistent and deliberate attempt to hurt or humiliate someone'.

We agree that everyone has a responsibility to prevent bullying

It is up to us to make sure bullying does not take place in our community.

We will treat others with respect



We will speak out against bullying



We will not allow others to be bullied



We will tell a trusted member of staff if we see bullying behaviour



We will be responsible students who are active in being part of the solution to prevent bullying



We will help others to feel safe and secure in our community



We will agree to keep and support the Anti-Bullying Pledge



Tutor Group:

Signed:

CHORLTON HIGH SCHOOL

