

**Congleton Multi Academy Trust
Congleton High School
Anti-Bullying Policy
2019-2020**



Achieving Success Together

Policy Aim

The aim of the anti-bullying policy is to ensure that all students learn in a supportive, caring and safe environment without fear of being bullied.

Congleton High School supports the vision that is embodied in the 2004 Children's Education Act and the Equality Act 2010 recognising that all students have a right to:

- Physical and mental health and emotional well-being
- Protection from harm and neglect
- Education, training and recreation
- Make a positive contribution to society
- Achieve social and economic well-being

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at Congleton High School.

Definition of Bullying

Bullying is defined as deliberately hurtful behaviour, often aimed at certain groups because of race, religion, gender or sexual orientation, repeated over a period of time and where it is difficult for those being bullied to defend themselves.

The four main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist or homophobic remarks)
- indirect (spreading rumours, excluding someone from social groups)
- cyberbullying - bullying via mobile phone or online (eg email, social networks and instant messenger)

Signs of Bullying

Students who are being bullied may show changes in behaviour, such as:

- Becoming shy and nervous
- Feigning illness
- Taking unusual absences
- Clinging to adults
- There may be changes in work patterns
- Changes in behaviour patterns
- A lack concentration
- Truancing from school
- Bruises or other injuries
- Personal items or items of clothing that are damaged or lost

Raising awareness

Within the curriculum Congleton High School will raise the awareness of the nature of bullying through inclusion in PSHE, registration and tutor time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Action

All staff at Congleton High School have a duty to act if an incident of bullying is reported or suspected. Inaction is not an option.

All students must be encouraged to report an incident of bullying or suspected bullying, whether it involves themselves or others.

Implementation

The following steps should be taken by staff when dealing with incidents:

- If bullying is suspected or reported, the member of staff who has received the disclosure
- will deal with the incident immediately.
- A clear account of the incident must be recorded using the “Bullying Incident Report” and given to the appropriate Tutor.
- The Tutor should deal with the student concerned and record the incident on the “Bullying Incident Record”, attaching it to the “Bullying Incident Report”. The Guidance Team Leader must be informed at this point.
- Any statements made by the student should be signed and dated.
- Where the bullying involves students from more than one Tutor Group, the Guidance Team Leader will interview all concerned and will record the incident as above.
- Form tutors will be kept informed and will deal with the students concerned with appropriate strategies.
- The subject teachers may also be informed.
- Parents will be notified.
- Consequences will be applied as appropriate and in consultation with all parties concerned.
- A copy of the completed “Bullying Incident Report” and “Bullying Incident Record” will be kept on each student’s file and a copy filed centrally with the SLT – Behaviour and Safety.

Students who have been bullied will be supported by:

- Being given the opportunity to discuss the incident with their Form Tutor or member of staff of their choice.
- Offering reassurance to the student that there will be action.
- Offering continuous support.
- Being given help to restore self-esteem and confidence.

Students who have bullied will be helped by:

- Discussing what happened.
- Being given help to discover why the student became involved.
- Being given the opportunity to acknowledge the wrongdoing and the need to change.
- Informing parents or guardians to help change the attitude of the student.

Disciplinary action

The following consequences may be applied, but all incidents will be dealt with according to the individual situation:

- An official warning to stop the offending behaviour
- Parents notified
- Detention
- Internal isolation
- Parents invited into school
- Fixed-term exclusion
- Permanent exclusion

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Approved at Education & Welfare Committee: 17th October 2019

Review Date: Autumn Term 2020