Anti-Bullying Policy

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Approved by:	Academy Council
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The School Standards and Framework Act 1998 requires maintained schools to have an anti-bullying policy and when writing this we consider also:

- Keeping Children Safe in Education Sept 2020
- DFS Exclusions Guidance 2012
- Working together to Safeguard Children 2016
- Safe to Learn 2007
- Education Act 2002
- Human Rights Act 1998
- Health and Safety at Work Act 1974
- Race Relations Amendment Act 2000 Disability Act 2003
- Preventing and Tackling Bullying advice for Headteachers, staff and governing bodies (July 2017) Equality Act 2010

1. Bullying Definitions

(Stopbullying.gov)
'Bullying is unwanted, aggressive behaviour among school aged children that involves a real or perceived power imbalance. The behaviour is repeated or has the potential to be repeated, over time. Both kids who are bullied and who bully others may have serious, lasting problems.'

NSPCC
'Bullying is behaviour that hurts someone else – such as name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.'

(George Robinson 1995)
It is deliberately hurtful behaviour, repeated often over a period of time and difficult for those being bullied to stop the process.

2. Types of Bullying:

Violent behaviour or assault
Name calling
Coercion into actions contrary to the wishes of the victim(s)
Teasing
Intimidation
Pushing, pinching etc
Damage to school work or equipment belonging to someone else
Offensive comments and spreading rumours
Excluding people from groups or activities
Cyberbullying i.e. Social Networking Sites and Apps, Mobile Phones
Racist Bullying
Homophobic and Transphobic Bullying
Gender Bullying
SEN/Disability bullying

The Academy Councillors and staff at The Westleigh School are of the firm belief that every young person in school deserves the best possible start in life; to be brought up in a safe, happy, healthy and secure environment; to be consulted listened to and heard; to be supported as they develop into adulthood and maturity. All staff, students and parents/carers are aware of the negative effects

that bullying can have on individuals and the school in general and should work towards ensuring that students can work in an environment without fear. They understand there is a need to be constantly vigilant to eliminate any instances of behaviour that is upsetting or otherwise stressful to any person within the school environment. Bullying is unacceptable in school and will not be tolerated. The school also recognises that because of the verdicts in bullying cases it must take note of bullying perpetrated outside school. The school will do what is reasonable and practicable to eliminate any such bullying. This policy is closely linked to the School's behaviour for learning Policy, Social Media and Safeguarding Policy. Its main purpose is to clearly define the School's stance in relation to bullying and to provide a framework that enables all staff to take a fair and consistent approach when dealing with instances of bullying.

3. Aims:

- To prevent bullying in school by creating a positive environment where students respect each other and care for each other's welfare.

- To provide a structure of support for students who feel bullied to be counselled in a group and on a one to one basis.

- To provide restorative work for students who have bullied other students to attempt to prevent any recurrence.

- To promote a general school awareness of the causes and problems which arise in relation to bullying.

- To involve parents in the restorative procedures for students who may be bullied by others and for the bullied themselves.

- To integrate the subject of bullying into the Personal, Social and Health Education Course for every student in Key Stage 3.

- To involve students in ensuring that bullying is unacceptable.

- To ensure students and staff understand the importance of using inclusive and non-derogatory language.

- To help students understand the difference between banter and interactions that can threaten and hurt.

- To celebrate diversity and be responsive to individual needs.

4. Criminal Offence

Although bullying is not a specific criminal offence in the UK it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, under the Protection of Harassment Act 1997, Malicious communications act 1988 and the Public Order Act 1987. If staff feel that an offence may have been committed, they should seek assistance from the Designated Safeguarding Lead who may then liaise with the police if appropriate. The links between safeguarding and bullying All staff should be aware that safeguarding issues can manifest themselves via peer on peer abuse. This is most likely to include, but not limited to: bullying (including cyber bullying), gender-based violence/sexual assaults and sexting. Staff should be clear as to the school policy and procedures with regards to peer on peer abuse.

5. Bullying and Vulnerable students

The Westleigh School acknowledges that bullying may lead to a child experiencing a social, emotional or mental health difficulty will in these circumstances provide a flexible educational setting to make the appropriate provision to match the child's short-term needs.

The biggest barrier to preventing bullying is the identification of the situation. This is most likely to be due to the child's reluctance to report instances of bullying for fear of further bullying. A relationship of trust needs to be established between the child and his form tutor, subject teacher, head of year or SLT. Students need to feel confident that the matter will be handled discreetly, sensitively and effectively.

The topic of bullying should be focused upon in full school, year and form assembly. Sources of need and support via form tutor, year head etc. must be advertised to students. Discretion should be emphasised. Students can seek support confidentially via safeguarding@westleigh.wigan.sch.uk

The whole school curriculum should deal with the topic of bullying in a variety of ways. The subject will also be dealt with in tutor time and in assemblies. Other aspects of the curriculum can also feature bullying as a topic for example Drama, PSHE, Religious Education, English Literature, History, ICT. Emphasis should be put on WHY people bully, HOW they bully, WHAT to do about being a victim of a bully.

Students must be given the opportunity to express their feelings on bullying within these subjects in a variety of ways, e.g. Group discussion, drama improvisation, written work, poetry, role-play.

Students are encouraged to be tolerant and supportive of others and to accept the importance of their role in preventing bullying. School pastoral staff are also instrumental in promoting a school culture which does not sustain bullying.

The supervision and day to day organisation of the school must make sure that the playground, corridors, toilets and other hidden areas are regularly visited by duty staff, welfare helpers and senior student leaders.
All staff need to be on the lookout for incidents of bullying. Such incidents should be dealt with and reported via the referral system.

Teachers must be vigilant in recognising the characteristics of the bullied student.   Discussion on possible bullying needs to be on the agenda of year team and pastoral meetings. Immediate and prompt actions must be taken if bullying is identified. Typical signs of bullying that may or may not form a pattern are distress, deterioration of work, illness, isolation, the desire to remain with adults, erratic attendance. All logs of bullying will be centrally stored and followed up immediately by the Pastoral Team.

Parent interviews must be arranged if bullying is suspected.

Support staff are available to counsel and work with victims of bullying and also the bullies. Sessions can be arranged to promote good relationships between students and to ensure bullying behaviour is minimised. Confidence/esteem building sessions, anger management, relationship building can be used to create a climate where bullying is unacceptable.

6. Action to be taken if bullying has occurred

- The student who is bullied must be offered immediate help within the pastoral structure of the school. Each case must be dealt with discreetly and sensitively. Interviews with parties must take place.

- The bullied student should record the events in writing. The bully or bullies should record the events in writing. The teacher and/or a senior colleague should record their discussion with both parties.

- The Pastoral Deputy, DSL or Pastoral manager must be informed of the incident.

- The parents of all the students involved should be contacted. Discussion of action strategies must take place hopefully with parental co-operation. Student, Teacher, Parent, must contribute to the plan of action.

- Each case will be dealt with on an individual basis. Depending on the severity of the case various forms of action may be taken. The victim will need support and strategies need to be used to rebuild the student's self-esteem.

- The student who bullies others however will need careful counselling on reasons for bullying, aspects and consequences of this sort of anti-social behaviour. Support is available via the Pastoral Team, the SLT and the school mentor.

- Bullying incidents are logged in SIMS and students involved are to be linked to allow for effective tracking of students and their associated roles within incidents.

- In severe cases, the ultimate sanction will be exclusion.

- Academy Councillors must be kept fully informed of cases of bullying and in the more severe cases Academy Councillors will need to be involved with any disciplinary action taken e.g. exclusion.

7. Strategies to Reduce Bullying

- Anti-bullying Education embedded within the Curriculum.
- Heads of Department are responsible for introducing anti-bullying material in their programmes of study where appropriate.
- Form tutors are to raise anti-bullying awareness as part of the pastoral programme.
- Pastoral Leaders and SLT to lead assemblies on Forms of Bullying.
- Participation in Anti-Bullying week as organised by the Anti-Bullying Alliance.
- SLT to keep up to date with new legislation via the local advisor.
- Peer finding Programme, where older students support younger students. Changing the attitude and behaviour of bullies will play a major part in the strategies used by the school.

8. Intervention Strategies

- Safe havens have been developed and a bully box is in place
- Restorative Justice meetings
- Use of conferencing and the LEAF (Listen; Effects; Amends; Follow-up) approach to support both the victim and the perpetrator in finding solution-focussed responses to bullying.
- SLT to seek support from external agencies such as CAHMS where appropriate.

- Liaison with LA inclusion and safeguarding team for anti-bullying Academy Council The "nominated Academy Councillor for Safeguarding" will as a critical friend around advocacy of the anti bullying policy:
- Liaise with the Chair, The Principal, the Pastoral Deputy and the DSL over all anti-bullying strategies and individual cases where appropriate.
- Review the effectiveness of the policy on an annual basis along with the Heateacher, Pastoral Deputy and DSL.

The Headteacher has a legal duty to draw up procedures to prevent bullying among students. They will:

- Ensure that all staff are aware of the procedures and are consulted both in the development of strategies and in the review process.
- Provide training to staff where necessary as part of the school's CPD programme.

The Pastoral Deputy and the Designated Safeguarding Lead will:

- Be responsible for the day-to-day management of the policy and systems ensuring that positive strategies are in place for both the bullied and bullies.
- Keep the Principal, the nominated Academy Councillor and all relevant staff informed of incidents and outcomes.
- Provide a termly report on the number of bullying incidences and the effectiveness of the Policy.
- Determine how best to involve parent/carers and outside agencies.
- Ensure all procedures are followed by staff and any cases of bullying are recorded on SIMS.
- Monitor the use of SMART and ensure incidences of racism and homophobia are always recorded on this system.

Pastoral Leaders will:

- Ensure that reports of bullying are taken seriously and dealt with in a sensitive and effective manner. Actions should also be recorded under Linked documents on SIMS and on the House behaviour audit.
- Be responsible for ensuring that the school's positive strategies are put into practice.
- Lead assemblies to raise anti-bullying awareness. All staff (including support staff) will: • Know the policy and procedures.
- Be observant and ask students what is happening to them.
- Deal with incidents according to this policy.
- Never let any incident of bullying pass by unreported, whether on or off site. This includes any incident where a student reports any form of cyberbullying.
- Support the PSHE and Citizenship programmes.
- Support events during Anti-Bullying week.

9. Procedure for Students

All staff are to ensure that students feel confident that their problem will be heard and that their views will be considered. It is important that students know:

WHO TO REPORT TO: any member of staff within the school. They will ensure that the appropriate Pastoral Leader will be informed of the investigation and they in turn will report back to SLT. Students may also access support via our safe boxes and the safeguarding email safeguarding@westleigh.wigan.sch.uk

HOW TO REPORT AN INCIDENT: Students can talk to any member of staff, use the bullying boxes provided or the safeguarding email safeguarding@westleigh.wigan.sch.uk. Parents and students have access to the safeguarding@westleigh.wigan.sch.uk email account.

WHERE AND WHEN: Students can report incidences to any member of staff in school, teaching and non-teaching.

WHERE POSSIBLE STUDENTS WILL BE ASKED TO WRITE WITNESS STATEMENTS AND SHOULD BE SUPPORTED TO BE AS TRUTHFUL AS THEY CAN. STAFF SHOULD BE SENSITIVE TOWARDS STUDENTS AS THIS CAN BE A DIFFICULT PROCESS.

10. Useful websites to help

Useful links and supporting organisations
- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- The Restorative Justice Council: www.restorativejustice.org.uk/restorativepractice-schools

SEND
- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/sendcode-of-practice-0-to-25

Cyberbullying
- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

Race, religion and nationality
- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama:www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com/

- Show Racism the Red Card: www.srtrc.org/educational LGBT
- Barnardos LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk Sexual harrassment and sexual bullying
- Ending Violence Against Women and Girls (EVAW)
www.endviolenceagainstwomen.org.uk
- A Guide for Schools:
www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Schools-Guide.pdf

- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexualand-gender-related

Students can confidentially log any concerns they have about a potential bullying issue by emailing: safeguarding@westleigh.wigan.sch.uk

11. Monitoring and Review

An annual review of the Anti-bullying Policy is required. As part of the continuing review process, The Westleigh School is committed to the following:

- The Pastoral Deputy will provide a report on the number of incidences and the effectiveness of the policy on a termly basis to the Principal and nominated Academy Councillor.
- The report will analyse the number and types of incidents and it will also link this to improved attendance and attainment.
- The Anti-bullying/safety survey will be carried out to ensure students' views are heard and the effectiveness of the policy is considered.

12. Links to Other Policies

This policy links to the following policies:-

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Curriculum Policy