

BRIDGEWATER HIGH SCHOOL

ANTI-BULLYING POLICY

Written by:	T.Hatton/C Unsworth	Date	July 2017	Policy ref	A24
-------------	------------------------	------	-----------	------------	-----

Section A: Introduction

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

Bridgewater 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.

Bridgewater 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
- Disablist – because of/focusing on issues of disability or additional need
- Sexual - including sexually abusive comments

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. (see appendix 4)

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 leadership team to offer strategic management of the bullying policy and procedure supported by Pastoral Group and Safeguarding Committee.

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.

Pastoral Group:

- 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.

4) Strategies to Prevent Bullying

Bridgewater 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.
- Anti-Bullying Ambassadors recruited annually. They will participate in a training conference and will deliver key messages to their cohorts via

assemblies and PSHE lessons.

- Assembly programme – Bullying will regularly feature on the assembly programme delivered by a range of staff focusing on key aspects such as cyber-bullying.
- PSHE with a focus on bullying forms part of the Year 7 curriculum. Further work on relationships in years 8-11 underpin anti-bullying work.
- SEAL work, will be completed with pupils who have been the victims of or perpetrators of bullying delivered through one of the school's inclusion hubs (BASE, TLC, PDC).
- Peer mentoring scheme – Year 9 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 a member of staff. Pupils will have a range of methods of reporting open to them.

5) 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 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 PAM/PAL
- The details of those involved and the incidents will be recorded on the Bullying Incident Record and pupil action plan.(Appendix 4)
- 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 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

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, in direct response to feedback from the 2016-2017 pupil survey 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 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 e-safety 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 or social networking sites.

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.

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.

Attachments

- Attachment 1 : Anti-Bullying Staff Handout
- Attachment 2 : Anti-Bullying Parent handout
- Attachment 3 : Anti-Bullying Pupil Handout
- Attachment 4 : Reporting Form

What does Bridgewater High School do to prevent bullying?

The personnel of Bridgewater 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— 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.

SEAL work- done via learning mentor to try to reduce repetition of bullying type behaviour

Form time activities - structured to raise bullying awareness

Citizenship/PSHE 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

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



Bridgewater Against Bullying

Anti– Bullying Staff Summary Policy



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

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, 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 in the staff handbook on the faculty drive.

Who should deal with bullying issues?

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

Depending on your relationship with the pupil and your level of confidence you may wish to take direct action yourself to resolve a bullying issue in your class teacher/form tutor role. If this is the case please follow the guidance below. If at any stage you feel unsure or need support ask the relevant PAL for guidance.

Consider:

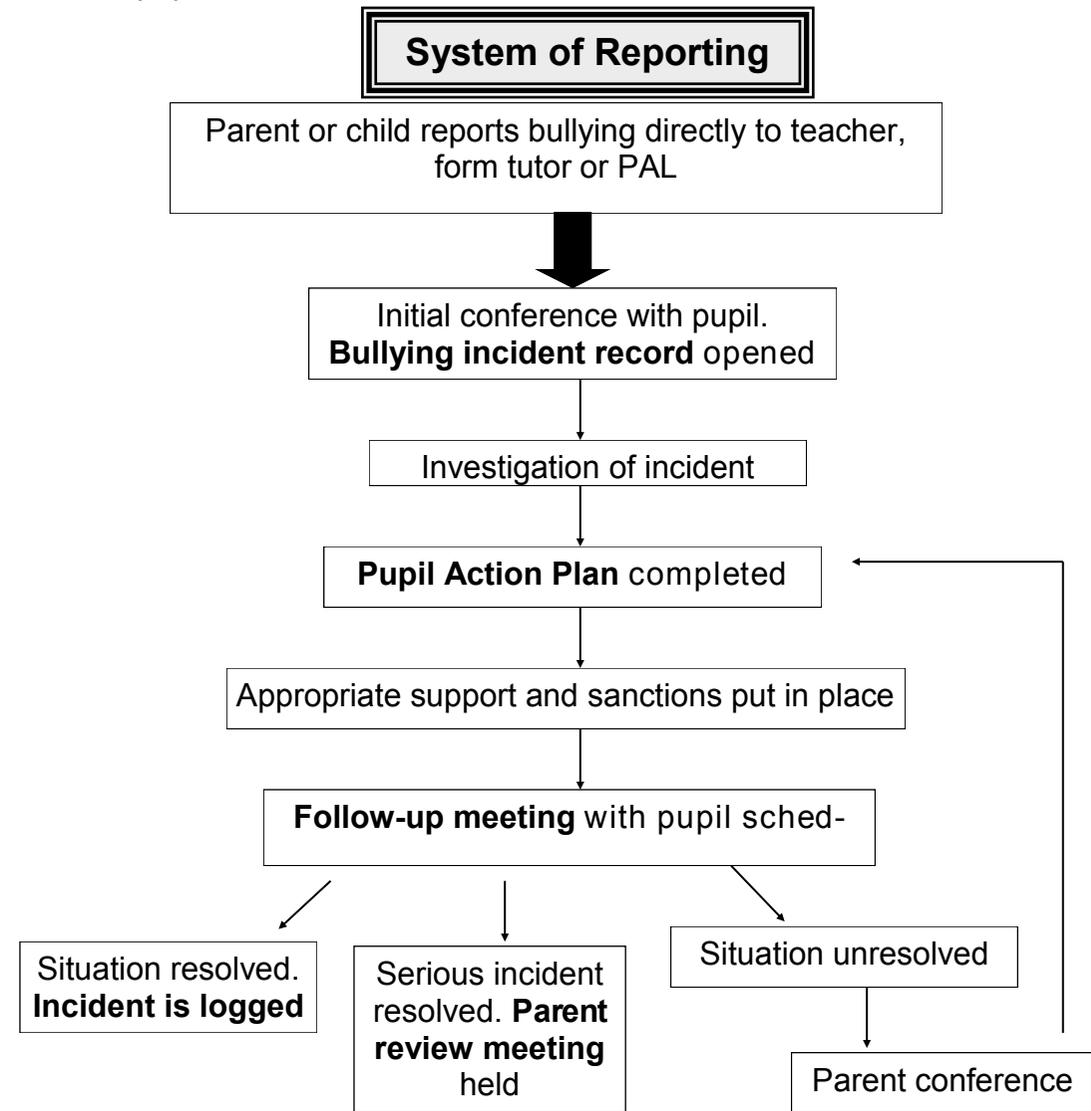
- Do the pupils involved share the same classes?
- Does the pupil feel immediately threatened?
- Does the incident involve more than 2 pupils?
- Has specific racist/homophobic language or physical violence been used?
- Is the pupil afraid of being identified by the pupils responsible for the bullying?

If the answer to any of the above questions is yes please refer the incident immediately to the relevant PAL.

If you are planning to deal with the incident yourself

- 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
- Seek advice from PAL or PAM if you are unsure of what action to take
- Apply sanctions if appropriate in line with behaviour policy
- Keep a written record. Official forms are available in the school office/staffrooms but even minor incidents should be logged. The central log can be completed electronically (bullying log folder in faculty drive) or on a paper version (file stored in school offices).
- Pass on important details to PAL
- Follow up with pupil after the event to ensure that it is fully resolved

Where a report of bullying is made the system below should be followed by all staff. Official forms (in bold) are available and should be passed on to the pupil file when the incident is resolved.



Where a bullying situation remains unresolved after a second action plan the incident will be referred to PAM 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.

What does Bridgewater High School do to prevent bullying?

The personnel of Bridgewater 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

Further advice and support can be accessed by pupils from



Contact school if you have any concerns regarding a bullying issue

Lower Site (Years 7-9) 01925 263814

E-mail sch_bridgewater_clerical2@warrington.gov.uk

Upper Site 01925 (Years 10-13) 01925 263919

E-mail sch_bridgewater_clerical@warrington.gov.uk



Bridgewater High School

Bullying Information for Parents



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

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, mobile phone threats by text messaging or calls, misuse of associated technology i.e. camera

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

Communication is extremely important, talk with your child if you have concerns about them. School staff will always be happy to listen to your 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 PAL



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 PAM or Assistant Headteacher for further action. Parents will be fully involved at this stage.

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

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

Who to contact

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

Form Tutor
PAL
PAM
Assistant Headteacher

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.



Bridgewater High School Anti-Bullying Pupil Policy



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

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, mobile phone threats by text messaging or calls, misuse of associated technology i.e. camera

Bridgewater 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?

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 Pastoral and Achievement Leader (PAL)

Your Pastoral and Achievement Manager (PAM)

Lower Site Mrs Flanagan
 Mrs Unsworth

Upper Site Mrs Brown
 Mr Malam

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

Lower Site - 01925 263814 Upper Site - 01925 263919

You can report bullying online via the Tootoot service. Your message will be directed to a member of staff at Bridgewater who will be able to help.



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

Where else can I get advice from?

