

SIR TOM FINNEY COMMUNITY HIGH SCHOOL

ANTI BULLYING POLICY

Our School's Values and Beliefs – Bullying

We are committed to providing a caring, friendly and safe environment for all of our students/pupils and staff. Everyone that comes into our school has the right to work and learn without harassment, intimidation or fear. All bullying of any sort is unacceptable at our school. Our school community will actively promote an anti-bullying environment. Bullying will not be tolerated.

Our Statement of Intent

Our school will take reports of bullying seriously. Support will be provided to those who have been bullied. Appropriate steps will be taken when dealing with bullying. This may include providing support for those accused of bullying who may be experiencing problems of their own. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Objectives of this Policy

All governors, teaching and non-teaching staff, students/pupils and families should:

- Have an understanding of what bullying is
- Be aware of the possible signs and symptoms of bullying
- Be aware of some of the opportunities used to promote an anti-bullying environment in school
- Respond effectively to reports of bullying

TELL A MEMBER OF STAFF

Our Definition of Bullying

Bullying is the dominance of one person, or group, over another. It is premeditated and forms a pattern of behaviour.

Bullying is:

- Deliberately hurtful
- Repeated
- Difficult for victims to defend themselves against

The main types of bullying are:

- Emotional being unfriendly, excluding, spreading nasty stories
- Verbal name calling, insulting, offensive remarks

- Physical hitting, kicking, taking or hiding another's belongings
- Sexual unwanted physical contact or sexually abusive comments
- Cyber email and internet chat room misuse, sending malicious Emails or text messages on mobile phones, misuse of associated technology i.e. camera, video facilities

Some forms of bullying are also attacks on the group to which a person may belong.

- Racist racial taunts, graffiti, gestures
- Religious insulting, offensive remarks aimed at beliefs
- Homophobic offensive homophobic remarks, gestures
- Disabilities offensive remarks, gestures aimed at less able

Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to go on the school/public bus
- Begs to be driven to school
- Changes to their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Comes home starving (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous or jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Opportunities used to promote schools anti-bullying environment

We reward positive behaviour in school to create an environment where students/pupils behave well; where everybody in our school community takes responsibility for each other's emotional and social wellbeing and everybody is included and supported.

Our curriculum is used to:

- Raise awareness about bullying and our anti bullying policy
- Increase understanding for victims and help build on anti bullying atmosphere
- To teach pupils how to manage relationship with others

Current affairs, literature and historical events are chosen to reinforce our anti bullying ethos.

Tutorial work, Circle Time, role play and stories are used to show our students/pupils what they can do to prevent bullying, and create an anti-bullying atmosphere in school.

Assemblies and posters are used to reinforce this message. Our School Council offers a forum in which concerns about bullying can be discussed.

A summary of our anti-bullying policy is posted on our website as guidance for parents on the signs of bullying and what to do if they think their child is being bullied at school.

Strategies for dealing with Bullying

- Circle Time - used proactively to embed a clear anti-bullying message and reactively to discuss the impact of a bullying incident after it happens.
- Playground Strategies – training lunchtime supervisors, structuring playground time
- Improving school grounds – providing construction opportunities for students/pupils. Things to do and space.

Simple Playground Rules – KS3 : -

- Join in positively
- Be safe
- Line up quickly
- Think of other pupils

And similar for older students, written by students

- Assemblies: to raise awareness and reward positive behaviours
- Whole School campaigns: anti-bullying week
- Individual Students targeted: assertiveness training, achievement training, individual targets/monitoring, restorative approaches, conflict resolution, assertive discipline and team teach.

Procedure if Bullying has Occurred

1. Report bullying to staff
2. Members of staff who receive reports of bullying should record incident on behaviour system (names of students/pupils and staff involved, date, time and place)
3. All reports will be taken seriously and will be followed up by Heads of Departments or Senior Leadership Team.
 - Support and reassurance will be provided for those bullied
 - Those involved will be interviewed separately and listened to. We will reinforce the message that bullying is not acceptable, and we expect it to stop. We will seek a commitment to this end. We will also emphasise that it is right for anyone to let us know when they or someone else is being bullied. We will work to find solutions to the problem and encourage the students/pupils to take responsibility for the feelings of others. Sanctions following our Behaviour/Discipline system will be considered.
 - When systematic bullying continues we may contact the family of the students/pupils involved. In serious cases the main family contact will be asked to come in to discuss the problem.
 - All incidents will be followed up to check that the bullying has not started again. This will be carried out within two weeks, and again within the following half term.
 - We will work with those that have been involved in bullying others who are experiencing problems of their own.
 - Where bullying is of a racist, religious or homophobic nature, we will report this to the Lancashire Education Authority using their reporting forms.
 - We will keep records of bullying incidents

Further Sanctions

If necessary we will consider more serious sanctions linked to the behaviour policy and guidance.

- Removal from the group
- Withdrawal of break and lunchtime privileges
- Detention (during or after school)

- Withholding participation in school events that are not an essential part of the curriculum
- In serious cases, suspension or even exclusion from school.

Responsibilities

Everyone in school is expected to:

- Be respectful and supportive towards one another
- Promote the school's values and beliefs regarding bullying

Students/Pupils are expected to:

- Report bullying
- Report suspected incidents that victims may be afraid to report
- Support each other and seek help to make sure everyone feels safe and included in the school.

Parents can help by:

- Supporting our anti-bullying policy and procedures
- Encourage their children to be positive members of their school community
- Discuss with their child's teacher any concerns that their child may be experiencing bullying or involved in some other way
- Help to create an anti-bullying culture outside school

Bullying outside the school premises

Bullying can occur outside the school gates and on journeys to and from school. Bullying may come from pupils/students from our own school, pupils/students from other schools or by people who are not at school at all. Where bullying off the school premises is reported to us we will:

- Talk to students/pupils about how to avoid or handle bullying outside of school
- Talk to the family
- Talk to the Headteacher of another school whose pupils are bullying
- Talk to the transport escorts about bullying
- Talk to the police

Concerns, complaints and compliments

There are times when parents/carers may feel that we have not dealt well with an incident and we would ask that this be brought to the school's notice. If the matter cannot be resolved informally, then parents/carers can raise their concerns more formally through the Schools Complaints Procedure which can be found on the school prospectus or website.

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