SCHOOL POLICY

Anti Bullying Policy

MAY 2006
Produced by Turton High School Media Arts College

ANTI BULLYING POLICY

1. **Principles**

BULLYING IS NOT ACCEPTABLE AT TURTON HIGH SCHOOL

Bullying is any behaviour which has the conscious desire to frighten, threaten or hurt someone else, the effects of which could be physical or psychological.

Turton High School Media Arts College believes that pupils should learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Bullying is any behaviour which has the conscious desire to frighten, threaten or hurt someone else, either physically or psychologically. The three main types of bullying are:

- Physical (e.g. Hitting, kicking, theft).
- Verbal (name calling, racist remarks).
- Indirect (spreading rumours, excluding someone from social groups).

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness and absences, changes in work patterns, lacking concentration and truancy. Pupils must be encouraged to report bullying in School. Staff must be alert to signs of bullying and act promptly and firmly in accordance with school policy.

2. **Statement of Intent:**

To create an environment which fosters security, confidence and independence.

To reduce instances in which pupils are subjected to bullying.

To respond and support pupils should an incident occur.

3. **Aims:**

To enable all members of the school community to be aware of what constitutes bullying.

To encourage all pupils to value others.

To help and encourage pupils to view themselves as part of a community and by example, to nurture, establish and sustain relationships

To work in partnership with parents and carers in promoting the well-being of all pupils.

To improve the student's understanding of bullying, why it happens and how they might respond to difficulties, via a programme of study in tutorial lessons.

To establish clear guidelines and procedures for staff to follow should an incident of bullying occur.

4. **Prevention:**

In Tutor Groups pupils are made aware of the Code of Conduct, and the PSHE programme incorporates discussions, awareness raising and procedures around anti-bullying.

Anti-Bullying is promoted through assemblies in an effort to raise pupil awareness.

Some curriculum areas also deal with the issue of bullying.

All staff should, at every opportunity emphasise the importance of respect and of valuing individuals.

All staff should at all times watch for signs of distress in pupils, whether teaching or on duty, or simply moving around the school.

Bullying can occur in toilets, on corridors, during lesson changeover, break and lunchtime. Staff make every effort to be punctual when on duty and to registration and lessons, and keep an eye on non-teaching areas.

Any pupil who reports an incident of bullying has the right to be listened to. Pastoral staff are available to listen and support pupils, in addition the sixth form run a Peer Support programme and are available to listen to pupils and have clear reporting procedures where necessary.

Parents may be contacted, as appropriate to the situation.

It is important that information is shared and that concerns are passed on to appropriate members of staff, if necessary.

LINES OF REFERRAL

Senior Member of Staff responsible for Bullying – Ms S. Gorse

Student

↓

↙ Other Adult | Form Tutor | ↘ Peer Listeners

Peer Listeners → Bully Free Zone Co-ordinator

Bully Free Zone Co-ordinator → Senior SMSA → Head of Year/Form Tutor

Head of Year → Head of School

Head of Year/Form Tutor → Head of School

Support Structures

The following people may be asked to become involved in a supportive role:

- The School Health Care Assistant.
- The School Counsellor.
- The Educational Social Worker/or outside agencies.

5. **Action:**

An effective system is in place ensuring that pupils and parents/carers feel comfortable reporting incidents.

Pupils who are bullied can inform their Group Tutor or Pastoral Leader, or any member of staff available.

Bullying incidents vary in many respects and the action taken to deal with each case may be different.

In the first instance a 'no-blame' approach is taken so that we can work with the bully and the victim.

All disclosures are taken seriously and treated with sensitivity. The victim is made aware that his/her safety is considered of paramount importance.

Victims, perpetrators and witnesses are interviewed separately, giving independent accounts of the incident, by the Pastoral Leader or appropriate member of staff.

A decision is then made as to whether the circumstances indicate that bullying, as distinct from other forms of unacceptable behaviour, has occurred. Appropriate staff are made aware of the incident and staff are extra vigilant if it is felt appropriate.

Parents/carers are informed after investigation if their child is found to be either victim or bully.

The senior member of staff responsible for bullying (Ms Gorse) is informed.

The type of action taken depends on the seriousness of the offence, and whether the bully has previously been involved in bullying others.

Possible sanctions

- Verbal apology.
- Written apology.
- Restorative Approaches and Mediation.
- Bully spoken to by Pastoral Leader or Senior Teacher and made aware of consequences.
- Detention.
- Withdrawal of free time (breaks).
- Mentor allocated to victim and possibly the bully.
- Internal exclusion.
- External exclusion.

May 2006
Ms S Gorse

COMBATING BULLYING

GUIDELINES FOR STUDENTS

What should I do if.....?

If you are feeling upset because someone is making your life unpleasant, then you should make sure that you talk to somebody about this problem.

Who should that person be?

Someone you feel that you can trust. This could be:

- Your Group Tutor.
- Another member of staff.
- A member of the Turton peer Listening Team.

Are there any other people I could talk to?

Yes
You could go and see:

Ms Gorse, Assistant Headteacher.

The School Health Care Assistant: Mrs. Raistrick
(You will find her in the Medical Room.)

Your Pastoral Leader and his or her assistant.
(You will find them in the Year Office.)

Who are the Peer Listeners and how can they help?

Peer Listeners are Sixth Formers who have been specially trained to deal with bullying.
They know how to listen... and how to help.
Maybe you have just fallen out with a friend. They can help you sort things out.
They can also deal with more serious problems.

Remember, all of these people are there to help and to listen to you. They will know what to do.

Everybody has the right to come to school without worrying about other people's unpleasantness.

BULLYING IS NOT ACCEPTABLE AT TURTON HIGH SCHOOL

COMBATING BULLYING

GUIDELINES FOR PARENTS

What is bullying?

Bullying is any behaviour which has the conscious desire to frighten, threaten or hurt someone else, the effects of which could be physical or psychological.
Bullying can take many forms but the end result will be to make the child feel under-valued and unimportant.
Bullying is not acceptable at Turton High School.

What should I do if my child is being bullied?

You should share your concerns with someone in school. We are here to help; but we need to know if there is a problem.

Who should I contact?

Telephone school and ask to speak to your child's Group Tutor or Pastoral Leader. If they are busy, they will get back to you as soon as they can.

What will happen then?

The Group Tutor or Pastoral Leader will decide what to do next. If the problem is between two people in the same form your child's form tutor may be the best person to sort things out. Alternatively, the Pastoral Leader may wish to deal with things. Whichever route is taken, somebody will talk to your child and find out exactly what the problem is. They will then take steps to resolve the problem.

What will this involve?

It depends. Every situation is different. Our aim will be to prevent the situation from continuing.

Remember that in most cases, we can sort out difficulties. What may seem to be an impossible situation to your child can quite often be sorted out by the school. Group Tutors, Pastoral Leaders have had plenty of experience in talking to children and teaching them how to treat other people with consideration.

Occasionally, we may decide to involve the School Counsellor, or the School Health Care Assistant who may be able to help by meeting with your child and supporting them.

Sometimes it is useful to help children to develop the social skills that will enable them to deal with minor difficulties. This does not mean that no other action will be taken.

Will I be informed about what has taken place?

Yes. You will be contacted again and informed of the action taken.

Are there ways in which I can help?

Yes. We would ask you to:

- bring matters to our attention if you are concerned.
- understand that whilst we can often sort out problems, there may be times when, despite our best efforts, we may not succeed in resolving matters completely;
- appreciate that there may sometimes be another side to the situation which the Head of Year may wish to discuss with you.

What should I do if the problem continues or if things start up again?

Most of the time we manage to resolve things successfully. If problems do continue, then you must let us know.

Are there any other people who might get involved?

Usually, we can resolve things in school. Very occasionally, we may choose to involve our Educational Social Worker who is able to provide further liaison between school and home and can offer additional support and advice.

What if problems are occurring outside school as well as inside school?

We will concentrate on resolving the problems that exist inside school because this is the area of our immediate influence. If situations are arising in the evening or at weekend which have a link with problems in school, then we may be able to offer advice. We can at least talk these things through with you.

COMBATING BULLYING

GUIDELINES FOR STAFF

Bullying is defined as any behaviour which has the conscious desire to frighten, threaten or hurt someone else, the effects of which can be physical or psychological. Bullying can take many forms but the end result will be to make the student feel undervalued and unimportant.

We have identified that many students do not bring problems to our attention because they are not confident that we can resolve them and they fear retaliation.

We can instill confidence by -

- being alert to unpleasantness, signs of anxiety, evidence of threatening or intimidating behaviour.

- listening to students who come forward with a concern.

What should I do if a student says that they are being bullied?

You may feel that you can resolve the problem personally - if for example the unpleasantness is not of a serious nature, for example, an isolated incident taking place = your teaching room or form room. In this case, the usual strategies talking through differences with students can be employed.

It may well be advisable to inform the students Group Tutor or Head of Year; it is important that we pick up any worrying patterns of behaviour.

Confidentiality is very important. Although it is essential to share information with relevant colleagues e.g. Group Tutor or Pastoral Leader the students' right to privacy must otherwise be respected.

It is also important that we ensure that matters really are resolved. Ask the student a few days later if things are all right and again, make sure the Pastoral Leader is aware of any potentially serious concerns.

What if the incident is more serious than falling out or one-off name calling?

In that case, the matter should be referred to the Pastoral Leader straight away. Any incident involving:

- Threat of physical assault.
- Ongoing systematic verbal abuse should be referred immediately.

May 2006
Ms S Gorse