



ANTI-BULLYING POLICY (WHOLE SCHOOL)

Approved	To go to Gobs Spring 2016		
Review Date	Feb 2017		
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Rationale and Terms of Reference

Burnley High School (BHS) is committed to providing a caring and safe environment for all students and staff so that they can learn and work in a secure atmosphere and environment. Bullying of any kind is unacceptable in our school. If bullying does occur, all students should feel able to report incidents and know that they will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell the staff. This policy has been written to inform staff, parents and students. It details how we aim to prevent and tackle unpleasant and intimidating behaviour at BHS, thus permitting students to fulfil their potential.

References and link to other policies:

- Chapel Street Trusts Equal Opportunities Policy
- Chapel Street Trusts Respect at Work Policy
- Burnley High School Behaviour Policy
- Burnley High School Acceptable Usage Policy
- Burnley High School Code of Conduct for Staff

What is bullying?

- Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally
- Bullying is also a form of discrimination. This is when a person or a group of people are treated differently because of a perceived difference and/or prejudice. These differences can be any range of things for example, race, educational achievement, height, sexuality, weight, accent, gender or name.

Examples of bullying

Persistent name-calling, taunting, mocking or making offensive comments; kicking; hitting; persistent pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; excluding people from groups and spreading malicious rumours.

Although sometimes occurring between two individuals in isolation, it quite often takes place in the presence of others.

Bullying can seriously damage a young person's confidence and sense of self-worth and they will often feel that they are at fault in some way. It can lead to serious and prolonged emotional damage for an individual. Those who conduct the bullying or witness the bullying can cause emotional harm and the impact on parents and the school staff can be significant.

Who bullies?

- Anyone has the capacity to bully
- There are no completely reliable predispositional diagnoses. However those who perceive themselves as low status within a community, institution or group may use bullying in an attempt to artificially boost their status. Self-esteem is therefore a key factor in whether someone bullies or not. This puts equal opportunities and inclusion at the centre of all anti bullying work

Who is bullied?

- Anyone can be bullied student, parent/carer/guardian or staff member

Specific types of bullying

- Classist bullying – bullying related to the perceived class or socio-economic group
- Disabilist bullying – bullying related to people with Special Educational Needs
- Bullying related to appearance or health conditions
- Homophobic bullying - bullying related to sexual orientation
- Bullying related to Young Carers or Looked after Children or otherwise related to home circumstances
- Sexist or sexual bullying – bullying related to people from a specific gender
- Racist and religious bullying – bullying relating to peoples beliefs, culture or ethnic group
- Cyber bullying

Preventing, identifying and responding to bullying:

Children's behaviour is affected by the behaviour of the adults around them. Therefore at BHS we expect adults in the school community to model respectful and courteous behaviour. In the promotion of the schools anti-bullying work, all pastoral and academic curriculum areas and all school staff will reflect the schools equal opportunities policy and practice in all their work.

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively promote systematic opportunities to develop students social and emotional skills, including resilience
- Consider all opportunities for addressing bullying including through the curriculum (PSHCE), through display, through peer support (Pastoral Coaching) and through the School Council
- Train all staff including volunteers to identify bullying and follow school policy and procedures on bullying
- Actively create 'safe spaces' for vulnerable children and young people

Involving parents/students

We will:

- Regularly canvass children and young people's views on the extent and nature of bullying
- Ensure students know how to express worries and anxieties about bullying
- Ensure all students are aware of the range of sanctions which may be applied against those engaged with bullying
- Involve students in anti-bullying campaigns in school
- Publicise the details of helplines and websites
- Offer support to students who have been bullied
- Work with students who have been bullying in order to address the problems they have

Liaison with parents/carers

We will:

- Ensure that parents/carers know whom to contact if they are worried about bullying
- Ensure parents/carers know about our complaints procedure and how to use it effectively
- Ensure our parents/carers know where to access independent advice about bullying
- Work with parents/carers and the local community to address issues beyond the school gates that give rise to bullying

Possible signs that a student is being bullied

- A student may appear unusually withdrawn and uncommunicative
- He or she his or her behaviour may change e.g. a student's participation in school and other activities may be reduced
- He or she may experience psychosomatic complaints
- He or she may have unexplained cuts/bruises – or give unconvincing explanations

- There may be unaccountable and repeatable damage or loss to bags, books, equipment and money
- There may be intermittent and long term absences from school
- A student may truant from school

Procedures at BHS

What to do if you think a student is being bullied

Encourage the student to talk about his/her experiences. It may help the student just to be aware that someone else knows.

What to do if a student complains of being bullied

- Compile a complete account of the incident or incidents. Are there friends, classmates or witnesses who can verify any accounts?
- Take a written statement from the student(s)
- If you can identify the bullies as other students from the school, talk to your line manager
- The bullies should be spoken to regarding the complaint. An informal warning may be sufficient
- The student's Form Tutor must be informed as to what has happened
- The student's Form Tutor will arrange for a member of staff, chosen by the student either being bullied or at risk of being bullied, to offer support on a continual basis until such time as the student and his/her parents are satisfied that conditions have returned to normal
- It may be appropriate to get the bullies and victims together to give their respective accounts and propose/agree to a solution. A further meeting may take place to review the situation.
- If bullying continues, further sanctions may ensue:
 - Detention or fixed term exclusion
 - Targets set to help modify behaviour
 - Written record on student's school file (affecting future references)
 - Parents being contacted
 - Contacting the police (if the incident is serious)
 - Referral to Educational Psychologist
 - Permanent exclusion from the school
- It may be appropriate to conduct separate follow-up meetings with the victim and bully to ensure that the problems have been sorted out

What to do if you see a student being bullied – Confronting Bullies

- Challenge the student(s) responsible – recording names and tutor groups
- Record the incident in writing
- Pass to a Senior member of staff and follow the procedures outlined above

Anti-Bullying Policy – Guidance for Students

What to do if you are being bullied

- Find a member of staff that you can talk to. This member of staff will probably be able to help but remember that if you want the matter to remain confidential then the teacher may not be able to help. Your Form Tutor is probably the best person to see in the first instance
- Talk to responsible peers
- Tell a parent
- Tell a friend who you can trust
- Tell anyone that you feel you can trust

Steps to tackle bullies

- Give as complete an account as you can of what has happened to you
- Are there friends, classmates or witnesses who can back up your story?
- You may have to give a written account of what has happened to you. Try to get a written statement from witnesses

What you do if you see another student being bullied

- Find a member of staff and tell them exactly what has happened
- Challenge the students responsible to prevent further distress if you feel that you are able
- Record their names and tutor groups of the bullies

Monitoring and review, policy into practice

The school uses the guidance given by:

- DfE
- Relevant external agencies
- Anti-Bullying Alliance to inform its action plans to prevent and tackle bullying

Responsibilities and Expectations of BHS

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

Every member of BHS has the right to feel comfortable, safe, secure, equally valued and respected. Every member of BHS has the right to grow and change, free from prejudice, stereotyping, harassment and negative discrimination.

Every student has the right to equal access to a curriculum that meets their needs, learning is the entitlement and responsibility of every member of BHS.

Every member of BHS has the right to object to and/or reject language or behaviour, which is offensive and/or intimidating and everyone should treat each other with respect.

It is the responsibility of every member of BHS to address and/or report all incidents of bullying and all members of BHS will be alert to the possibility of breaches of the policy and take appropriate action.

