



**Pleckgate**  
HIGH SCHOOL

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# Anti-Bullying Policy

## Document Control

Date of last review	July 2017
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Policy status	Statutory
Owner	Governing Body/ Board of Directors Nominated Governor: Mr Daniel Lord
Lead Contact	R Hamilton Assistant Headteacher

### Introduction



- 1.31 The aim of the Pleckgate High School anti-bullying policy is to prevent bullying of any sort and to ensure that everyone can operate in a supportive and safe environment without fear of being bullied. All members of the school, including teaching and non-teaching staff, pupils and parents should be familiar with the School policy on bullying: therefore the policy is designed to help members of the school community to deal with bullying when it occurs and, even more importantly, to prevent it.
- 1.32 Bullying is an anti-social behaviour which affects everyone; it is unacceptable and it will not be tolerated. Everyone in the school has a responsibility to report any incident of bullying that comes to their attention and these reports will always be taken seriously.

## 2.0 Definition of Bullying

- 2.1 Bullying may be defined as any wilful and hurtful behaviour, usually repeated, consistently over a period of time, designed to intentionally hurt another pupil or group physically or emotionally, where it is difficult for those being bullied to defend themselves. Bullying is often motivated by prejudice. Bullying may follow a pattern and is directed towards a pupil by another pupil or group of pupils. Bullying can take many forms. It is a serious and complex matter, which can have profound consequences for children and parents. We recognise that both victims and bullies may need help to stop the behaviour recurring.
- 2.2 Examples of unacceptable behaviour include,
- 2.2.1 Physical (including sexual) assault.
- 2.2.2 Verbal abuse, by name calling, teasing or making offensive remarks.
- 2.2.3 Indirect emotional tormenting by excluding from social groups or spreading malicious rumours.
- 2.2.4 Cyber-bullying, which is defined as the use of ICT by an individual or group in a way that is intended to upset others. Examples include:
- Using social networking websites and applications
  - Mobile phones, text messaging, photographs, video and e-mail.
- 2.3 Bullying may involve complicity that falls short of direct participation by, for instance, manipulating a third party to tease or torment someone. It may be overt and intimidating but is often hidden and subtle. It includes actions or comments that are racist, religious or cultural, homophobic, sexist, sexual or which focus on disabilities or other physical attributes (such as hair colour or body shape) or any reference to Special Educational Needs.
- 2.4 The seriousness of bullying cannot be emphasised enough. Bullying is among the top concerns that parents have about their children's safety and well-being at

and on the way to and from school. Bullying is also a top concern of children and young people themselves. Bullying undermines a pupils confidence and self-esteem; it destroys their sense of security and can be psychologically damaging. Bullying impacts on its victims' attendance and attainment at school and can have a life-long negative impact on some young people's lives.

- 2.5 It is acknowledged that bullies may have complex reasons for their behaviour and may well need help. It should also be recognised that the consequences of being allowed to 'get away with it' can be detrimental to them as well as to their victim. All pupils deserve the opportunity to be helped to understand what acceptable behaviour is. Pupils are educated through PSHE, assemblies, and drama to raise awareness, with discussions of differences between people and the importance of avoiding prejudice. There are criminal laws that apply to harassment, assault and threatening behaviour.
- 2.6 Pleckgate High School rejects bullying in all its forms. The school respects and supports every individual. It is the responsibility of every member of the school to prevent bullying. Unkind behaviour is not tolerated, but on occasions, is inevitable and will be dealt with in a constructive way so that children can learn from their mistakes. It is acknowledged that bullies may have complex reasons for their behaviour and may also need help. It should also be recognised that the consequences of being allowed to 'get away with it' can be detrimental to them as well as to their victim. Pupils are educated through PSHE, assemblies, and drama to raise awareness. They are taught that there are criminal laws that apply to harassment, assault and threatening behaviour.
- 2.7 Bullying of all forms, including racist, homophobic and sexist language should be treated as a serious incident and reports of such incidents should be acted upon, recorded and reported to the appropriate pastoral leader. All staff will be alerted to the various types of bullying and the appropriate strategies to use when incidents occur.
- 2.8 Pleckgate High School will work with a range of agencies to promote positive relationships, harmony and mutual respect throughout the school.
- 2.9 Pupils are encouraged not to retaliate but to report all incidents of bullying, perpetrated against themselves or others, to Form Tutors, Head of Year, any member of school staff, or to pupil in the peer support Empathy. Additionally pupils can report bullying via the school anti-bullying email address or the anti-bullying text service.

All incidents of bullying should be reported by staff to a Head of Year who will keep a record. Parents will be involved at the discretion of the Head of Year.

### 3.0 Practice

- 3.1 A range of sanctions will operate against perpetrators. This may involve exclusion.

- 3.2 A range of strategies will be used to ensure pupils know what to do when bullied and how to report incidents eg;
- 3.2.1 It is made clear that bullying is not acceptable or tolerated by staff or pupils.
  - 3.2.2 If a child is being bullied, action must be taken. The bully will be made aware of the unacceptable behaviour and the consequences of any repetition. Support will be offered to the victim and both the victim and the bully will receive appropriate coaching.
  - 3.2.3 Parents will be informed of incidents of bullying and their full cooperation expected. Outside agencies may be called upon for support.
  - 3.2.4 Bullying issues and management strategies will be proactively taught through assemblies, PSHE, drama, circle of friends or RE.
  - 3.2.5 Sanctions previously outlined in the behaviour policy will be employed, at the discretion of staff.
  - 3.2.6 The Pleckgate High School Anti-bullying confidential e-mail address and text number along with guidance posters should be visible around school corridors and classrooms. (Also in all Pupil Planners)
  - 3.2.7 Parent/pupil questionnaires to gather data and statistics for monitoring effectiveness of the policy.
  - 3.2.8 Pupils' anti-bullying support group – "Empathy" (ABC) Anti-Bullying Club
  - 3.2.9 Anti-bullying information in all pupil planners
  - 3.2.10 Letters will be sent out to parents of alleged perpetrators of bullying and victims by the Head of Year or a member of the Pastoral support team.

#### 4.0 **Monitoring**

- 4.1 The responsibility for monitoring this policy lies with:-
- 4.1.1 Heads of Year for monitoring, recording and responding to incidents of bullying.
  - 4.1.2 All staff will monitor pupils' responses to school life, signs of distress will be followed up.
  - 4.1.3 Heads of Year and the Internal Exclusion Manager are to respond to incidents of bullying
  - 4.1.4 PSHE co-ordinator for the delivery of appropriate teaching materials.

#### 4.1.5 Governor Curriculum and Welfare committee.