



*Burscough Priory
Science College*

***ANTI BULLYING
POLICY***

The Governing body values the good relationships fostered by the school, and expects that every allegation of bullying will be taken seriously. Some experts say that a child should be treated as being bullied simply because he/she says that they are. The governors consider that this is the attitude that this school should adopt.

All staff, pupils and parents should be aware of the negative effects that bullying can have on individuals and the school in general, and should work towards ensuring that pupils can work in an environment without fear.

Bullying is unacceptable in this school and will not be tolerated. The school also recognises that because of the verdicts in bullying cases it must take note of bullying perpetrated outside school which spills over into the school. The school will do what is reasonably practicable to eliminate any such bullying.

AIMS

- to demonstrate that the school takes bullying seriously and that it will not be tolerated;
- to take measures to prevent all forms of bullying in the school and on off-site activities;
- to support everyone in the actions to identify and protect those who might be bullied;
- to demonstrate to all that the safety and happiness of pupils is enhanced by dealing positively with bullying;
- to promote an environment where it is **not** an offence to tell someone about bullying; or
- to promote positive attitudes in pupils (including assertiveness training).

Definition of bullying

Bullying is *“deliberately hurtful behaviour, whether physical or psychological, repeated over a period of time where it is difficult for those being bullied to defend themselves”*

According to 'Kidscape':

- it involves aggression (deliberate) and unequal power relationship; and
- it results in pain and distress and is persistent.

Responsibilities

Governing body

The 'nominated governor' will liaise with the chair, the head and 'designated teacher' over all anti-bullying strategies, and individual cases where appropriate.

The governing body will discuss, review and endorse agreed strategies on the initiative of the 'nominated governor', and in any case will discuss the head's annual report on the working of this policy.

The Headteacher will:

- ensure that all staff have an opportunity of discussing strategies and reviewing them;
- determine the strategies and procedures;
- discuss development of the strategies with the leadership group;
- ensure appropriate training is available;
- ensure that the procedures are brought to the attention of all staff, parents and pupils; and
- report annually to the governing body.

Assistant Headteacher, in consultation with Director of Year, will:

- be responsible for the day-to-day management of the policy and systems;
- ensure that there are positive strategies and procedures in place to help both the bullied and bullies;
- keep the head and designated teacher informed of incidents;
- arrange relevant staff training;
- determine how best to involve parents in the solution of individual problems; and

Directors of Year will:

- be responsible for ensuring that the school's positive strategies are put into practice; and
- know the school's procedure and deal with any incidents that are reported.

Form tutors will:

- be responsible for liaising with Director of Year over all incidents involving pupils in their form;
- be involved in any agreed strategy to achieve a solution; and
- take part in the anti-bullying programme in the PSHE and Citizenship course.

All staff will:

- know the policy and procedures;
- be observant and to ask pupils what is happening to them;
- deal with incidents according to the policy;
- never let any incidence of bullying pass by unreported, whether on-site or during an off-site activity

- participate in the SMSC and citizenship course.

Encouraged students to '**tell someone**' - this is our anti-bullying motto.

Educate the school community in preventative strategies to bullying.

School Emotional and Behaviour specialist when appropriate will:

- offer support to victims
- offer support to perpetrators
- Students will be referred to the ECM for support after the investigation has taken place and a referral has been made via DOY. The relevant paperwork will also follow.

Anti-bullying education in the curriculum

The school will raise the awareness of the anti-social nature of bullying through a SMSC and citizenship programme, school assemblies, the school Focus Groups, use of tutorial time and in the national curriculum programmes of study as appropriate.

- the Assistant Headteacher is responsible for initiating and developing with appropriate colleagues an anti-bullying programme as part of the SMSC and citizenship course; and

- Heads of Department are responsible for introducing anti-bullying material in their programmes of study as appropriate.

Changing the attitude and behaviour of bullies will play a major part in the strategies used by the school.

Procedures

How is bullying shown? It can be:

- physical;
- verbal;
- social or psychological;
- cyberbullying; sexting and peer on peer bullying
- often an inter-relationship between classes/groups.
- children with SEN and disabilities

Signs of bullying

Pupils who are being bullied may show changes in behaviour, e.g. becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be changes in work patterns, a lack of concentration, or truancy.

All staff should be aware of these possibilities and to report promptly any suspicions of bullying to the head of year/department.

Pupils will be encouraged to report incidents of bullying.

Form tutors and SMSC teachers will include anti-bullying and preventative strategies training in their programmes.

Dealing with incidents

- if bullying is suspected or reported the incident will be investigated and dealt with initially and immediately by the teacher approached;
- if a racial element to the bullying is suspected the pastoral Assistant Headteacher must be informed immediately;
- the teacher will record the details of the incident and inform the Head of Year;
- the Director of Year will interview all the parties and make a record;
- staff teaching the bullied pupil and the form tutor will be informed;
- the Director of Year/Form Tutor will determine in consultation with the pastoral Assistant Headteacher the appropriate strategy and plan of action to combat the bullying;
- the form tutor will oversee the implementation of the strategy;
- parents will be kept informed by the pastoral Assistant Headteacher and
- any sanctions and/or education against the bullies will be determined by the Head of Year
- whereby peer on peer bullying is observed, follow safeguarding procedures.
- When an incident involving youth produced sexual imagery comes to a school or college's attention:
 - The incident should be referred to the DSL as soon as possible
 - The DSL should hold an initial review meeting with appropriate school staff
 - There should be subsequent interviews with the young people involved (if appropriate)
 - Parents should be informed at an early stage and involved in the process unless there is good reason to believe that involving parents would put the young person at risk of harm
 - At any point in the process if there is a concern a young person has been harmed or is at risk of harm a referral should be made to children's social care and/or the police immediately

Bullied pupils

Staff who deal with pupils who have been bullied must always offer reassurance. Pupils who have been bullied will be given support determined by the Head of Year.

Bullies

Changing the attitude and behaviour of bullies will be part of the responsibility of the positive procedures used by the school. However, the school recognises that sanctions will also have to be used against bullies.

Sanctions

Any of the school's formal punishments can be used against bullies as appropriate. For persistent offenders or incidents considered as gross acts of aggression a pupil could be permanently excluded.

Involvement of parents

Parents, as well as all staff and pupils, should know that the school will not tolerate bullying, and takes a positive approach to educating pupils to combat it.

Parents of pupils who are being bullied and parents of the bullies will be involved in the solution to the problem as deemed appropriate by the relevant Director of Year in consultation with the pastoral Assistant Headteacher.

Parents will be informed of the policy and procedures and the possibility of permanent exclusion following gross acts of bullying.

Involvement of pupils/students

Pupils will be involved in the formulation of positive strategies through both the Focus Groups and forms/tutor groups. Pupils will have an input into the SMSC anti-bullying programme, and will be consulted on how it could be developed and what strategies will help to prevent bullying.

A major part of the programme will consist of educating pupils in how to cope with bullying.