Anti-Bullying Policy

Formby High School
Determined To Achieve

Anti-Bullying Policy (including Cyber-Bullying)

Formby High School promotes a safe learning environment where everyone feels able to enjoy and achieve, and where success is recognised and rewarded. Bullying will never be tolerated and all members of the school community are expected to make a positive contribution to creating an environment where all students are free from harm and able to achieve and enjoy. The school recognizes that both students and staff may be the victims of bullying and will strive to ensure that the likelihood of this occurring is minimised.

Principles

The school will:

- Adopt a definition of bullying that is agreed across the school and accepted by the local community.
- Have a consistent approach to any bullying incidents that occur.
- Raise awareness of bullying and promote positive relationships based on mutual respect.
- Seek to involve all stakeholders in the implementation and monitoring of this policy.
- Promote positive action to prevent bullying, particularly in challenging prejudice and discrimination through our Personal, Social, Health, Economic Education (PSHEE) programme, assemblies and other related activities.
- Provide support for all members of the school community that may be involved in dealing with an incident of bullying.
- Provide appropriate training for both staff and students to support the implementation of the Policy across the school.
- Ensure fair treatment for all, regardless of age, culture, disability, gender, religion or sexuality, and encourage understanding and tolerance of different social, religious and cultural backgrounds.
- Ensure that students are taught about the risks associated with cyber-bullying and how to behave safely and appropriately on-line through the PSHEE and Information and Communication Technology (ICT) curriculum,
- Encourage students and parents to follow the guidance contained in Appendix One of this policy.
- Encourage all stakeholders to speak out and act against bullying.

Definition of Bullying

Persistent behaviour by an individual or group with the intention of verbally, physically or emotionally harming another.

Types of Bullying

Bullying typically demonstrates the following characteristics:

- **Repetition** – not one-off incidents but frequent and over a prolonged period of time
- **Intent** – behaviour is deemed purposeful, not accidental
- **Clear victim** – behaviour is targeted at specific individual or group
- **Power imbalance** – unequal power, causing stress to one party

There are various forms of bullying which include:

- **Physical** – for example, hitting, kicking, taking belongings
- **Verbal** – for example, name calling, insulting, racist remarks
- **Indirect** – for example, spreading malicious rumours, excluding individuals from a social

group,   family feuds brought into school
- **Cyber** – for example, use of email, social networking sites or mobile phone messaging to spread rumours and / or make malicious comments.

The Effects of Bullying on the Individual

The lives of students who are bullied are made miserable – they may suffer injury, attend school erratically or infrequently, lose self-confidence, and underachieve educationally and socially. Many of the outward signs of bullying can be the same as other indicators of abuse such as non-accidental injuries (including self-abuse), low self esteem, unhappiness, fear, distress or anxiety.

If unchecked, others may come to see bullying behaviour as acceptable within the school. It is not unknown for victims to become bullies of younger or more vulnerable students than themselves. Bullying that is not addressed may have lasting effects on the child and his / her peer group and family.

Roles and Responsibilities of Stakeholders

The **Headteacher** is ultimately responsible for the well-being of all students and staff.

The **Deputy Headteacher (Pastoral)** has been designated to oversee the safeguarding and well being of students. His / Her responsibilities include:
- To liaise with the Headteacher on all matters regarding the safeguarding of children.
- To ensure that incidents of bullying are investigated swiftly, thoroughly and fairly, and resolved in a reasonable and appropriate manner.
- To monitor and record all reported incidents of bullying.
- To ensure Climate for Learning Leaders and the Pastoral Team monitor students who are victims and perpetrators of bullying and keep the parents / carers informed.
- To ensure all staff are aware of the contents of this policy and that regular training is provided.
- To liaise with appropriate staff to ensure the implementation of whole school initiatives to highlight bullying issues, including Anti-Bullying Week.
- To ensure the use of appropriate assemblies and 'Thought for the Day' to highlight aspects of bullying.
- To liaise with external agencies as necessary.

Curriculum Leader for ICT and School IT Network Manager are responsible for the monitoring of the ICT Acceptable Use Policy. Students who violate the rules included in the ICT Acceptable Use Policy will be sanctioned.

Pastoral Team and Climate for Learning Leaders have the following responsibilities:
- To investigate incidents by establishing the facts through taking statements from the victim(s), perpetrator(s) and any witnesses.
- To inform all parents / carers of the incident, record the incident and liaise with the Deputy Headteacher with responsibility for Pastoral Care regarding the sanction.
- Determine an appropriate course of action / sanction and communicate this decision as required.

All staff employed by the school have the following responsibilities:
- To promote a climate in which bullying is not tolerated and students are encouraged to respect and value one another.
- To be alert to any potential incident of bullying and intervene when instances are noticed.

- To refer incidents that constitute bullying to the Pastoral team and / or appropriate Climate for Learning Leader.
- To adopt a non-judgmental approach and listen willingly to any student who discloses an incident of bullying.

Students have the following responsibilities:

- Speak Out. Informing a member of staff that bullying is happening.
- Respecting the views, beliefs and appearance of their peers.
- Intervening when someone is being bullied and making it clear to the bully that their actions are unacceptable.
- Ensuring that previous victims of bullying are not isolated from groups of friends.
- Encouraging the victim to join in activities and groups.
- Engage positively in the discussion and consideration of bullying issues during lessons.

The **Governing Body** is responsible for monitoring the implementation of this policy and reviewing it on a regular basis.

Strategies for Dealing with Bullying

The School will consider a range of appropriate strategies when determining how to deal with bullying most effectively. The perpetrator may not always be sanctioned in the first instance and, instead, given the opportunity to demonstrate he / she has learned a lesson and is prepared to change his / her behaviour. Where sanctions are applied, they will be proportionate, reasonable and in accordance with the Behaviour Policy.

Possible strategies include:
- Mediation / restorative approaches
- Written or verbal apology
- Tolerance agreement implemented
- Work with peer mentors
- Loss of Free Time
- Referral to external agencies (for example, BullyBusters, counselling services, Children's Services, Police)
- On-going monitoring
- Meeting with parents of the victim / perpetrator
- Detention
- Internal exclusion
- Fixed term exclusion
- Permanent exclusion

Appendix 1 – Cyber-Bullying

Safety Advice for Children and Young People

1. Always respect others – be careful what you say online and what images you send.
2. Think before you send – whatever you send can be made public very quickly and could stay online forever.
3. Keep your password to yourself. Only give your mobile phone number or personal email address to trusted friends.
4. Block the bully – learn how to block or report someone who is behaving badly.
5. Don't retaliate or reply to threatening or insulting comments.
6. Save the evidence – learn how to keep records of offending messages, pictures or online conversations.
7. Make sure you tell:
   - An adult you trust or call a helpline like ChildLine on 0800 1111 in confidence.
   - The provider of the service by checking the service provider's website to see where to report incidents.
   - School – inform your form tutor, Climate for Learning Leader or a member of the Pastoral Team who can help you.
8. Finally, don't just stand there – if you see cyber-bullying going on, support the victim and report the bullying. How would you feel if no one stood up for you?

Safety Advice for Parents and Carers

1. Be aware as your child may as likely cyber-bully as be a target of cyber-bullying.
2. Be alert to your child appearing upset after using the internet or mobile phone. This might involve subtle comments or changes in relationships with friends. He / She might be unwilling to talk or be secretive about online activities and mobile phone use.
3. Talk with your children and understand the ways in which they are using the internet and mobile phone.
4. Use the safety features offered by your internet service provider / mobile phone provider / social networking websites and ensure the security settings are appropriate.
5. Remind your child not to retaliate.
6. Keep any evidence of offending emails, text messages or online conversations.
7. Report cyber-bullying:
   - If it involves another student, contact school so that we can take appropriate action.
   - Contact the service provider.
   - If the cyber-bullying is a potential criminal offence, you should consider contacting the police.
8. Refer to www.thinkuknow.co.uk, the Child Exploitation and Online Protection Unit website for children and their parents.