



WHSG Anti-Bullying Policy

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1. Aims

We aim to create a community in which everyone is valued and in which learning will thrive. It is important therefore to create a safe environment in which students can grow in confidence and reach their full potential. Our code of conduct and Behaviour Policy offers a robust framework for considerate behaviour in all aspects of school life and is intended to provide a foundation for a happy and positive school.

Any form of bullying is unacceptable at our school. Discussions about this take place in a variety of forums within the school curriculum and in our everyday language we convey that bullying is wrong.

2. Principles

- All members of the school community and parents/carers should have an understanding of what bullying is.
- All governors and staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated by or towards any member of the school community.

This policy identifies the School's aims and principles regarding the prevention of bullying within the School setting. The School is not legally responsible for bullying which takes place elsewhere.

However the School has an enduring interest in the welfare and conduct of its students and will respond positively to any information it receives about bullying outside School; thus:

- If it emerges that a student is responsible for bullying other children outside then this matter will be addressed and (if appropriate) the bully's parents / carers informed
- If a child is found to be the victim of bullying outside School then help and support will be offered and advice given on how to avoid further incidents in future. The victim's parents will be informed.
- If there are more general concerns about children's safety outside school, then the local police (or Liaison Officer) will be informed and their help sought in making the area around the School more secure.
- If children are being bullied by students from another school the Headteacher of that school or their Designated Safeguarding Lead will be informed and invited to deal with the matter.

3. What is Bullying?

Bullying is when an individual or a group of people intentionally make someone upset or hurt their feelings through unwanted and persistent physical or verbal abuse in person or online, or just disrupt their lives on more than one occasion. Different ways vary from verbal, social, physical, emotional/psychological, racist, homophobic, transphobic, sexual, cyber bullying.

Bullying of some form or another occurs in all schools. There are many definitions, but most have three things in common:

- It is deliberately hurtful behaviour
- It is repeated often over a period of time
- It is difficult for those being bullied to defend themselves

Bullying can take many forms, but there are three main types:

- physical – for example, hitting, kicking, taking or hiding belongings.
- verbal – for example, taunting, name calling including racist remarks, insulting, laughing at or ridiculing someone.
- emotional – for example, ignoring or excluding someone or spreading rumours or malicious gossip

Other forms of bullying include:

- Cyberbullying
- Abusive or oppressive graffiti
- Extortion
- The destruction of property
- Unwanted sexual interest or contact

Bullying is any interaction between an individual or group of people with a more powerful individual or powerful group which is perceived or intended to cause pain, suffering, humiliation or degradation. Bullying is believed by many experts to involve any imbalance of power between a perpetrator and a victim. This might involve having control in a relationship which makes it difficult for those who are bullied to defend themselves. This may include physical, psychological, derive from an intellectual imbalance or by having access to the support of a group or having the capacity to socially isolate a person.

There may sometimes be misunderstanding about the meaning of the term ‘bullying’: one-off incidents, whilst they may be very serious and must always be dealt with, would not normally fall within the definition of ‘bullying’. The school works hard to ensure that all students know the difference between bullying and simply “falling out”. Friendship fallouts occur at times and occasionally there will be conflict between students. Bullying occurs where there is an imbalance of power.

In line with Keeping Children Safe in Education 2020 peer-on peer-abuse will be treated as a safeguarding matter.

In line with Keeping Children Safe in Education 2020 (KCSIE 2020) a bullying incident should be addressed as a Safeguarding concern where a child is suffering, or is likely to suffer, significant harm.

Cyberbullying is defined as the use of ICT, particularly mobile phones and the internet, deliberately to upset someone else. It can be an extension of face-to-face bullying, with technology providing the bully with another route to harass their target. However, it differs in several significant ways from other kinds of bullying: the invasion of the home and personal space, the difficulty in controlling electronically circulated messages; the size of the audience; perceived anonymity; and even the profile of the person doing the bullying and their target. Students are not allowed to take photographs/ videos of staff without their permission. Students are not allowed to take photographs/videos of staff and upload them onto the internet.

4. Roles and Responsibilities

- The whole school community will be vigilant for bullying and proactive in promoting anti-bullying
- Governors will review bullying records termly
- The Senior Leadership Team (SLT) will review any reported bullying incidents, policy and actions regularly
- All staff will deal effectively with any bullying incidents they are aware of or made aware of
- Students will tell an adult if they see or hear any bullying actions towards any member of the school community
- Parent/carers will support students by ensuring that they communicate any concerns that they have as soon as possible

5. Prevention of Bullying

Staff

All staff involved in the education and / or the supervision of children will be made aware of the issue of bullying and the need to apply the School's policy of zero-tolerance consistently when episodes of bullying are witnessed or reported. Staff are encouraged to look out for and report to form tutors possible signs of bullying, for example distress in students, deterioration of work, feigning illness, isolation and erratic attendance. Staff will constantly reinforce the message to students that bullying is not acceptable and the School will always take positive action to prevent and control it.

The form tutor may refer the matter to the appropriate Head of Year (HOY), who in turn, may consult the SLT.

What staff can do to minimize the risk of bullying

Use assemblies and form times as opportunities to inform students of the School's zero-tolerance policy and the actions that the school takes to prevent or how to report bullying.

Use assemblies and form times to remind students how to report bullying - The school has an online referral system - SHARP system (**Appendix 1**) – this allows students to refer any safeguarding or pastoral issues that students wish staff to know about or act upon. This is widely promoted throughout the school and in the annual safeguarding assembly. Parents/carers are also encouraged to use this reporting tool to report bullying as this will alert the member of the SLT in charge of Student Support and they will act on this report. Parents can alternatively email their child's Head of Year or Form Tutor.

Senior Leaders will provide regular training regarding bullying and ensure staff are aware of the measures staff need to take on a daily basis. This may include information on the warning signs of bullying

All new staff including NQT's and teacher trainees receive anti-bullying training when they join the school.

All teaching staff are to be aware that low level disruption and use of offensive language can in itself have significant impact on its target. If left unchallenged or dismissed as banter or horseplay it can also lead to a reluctance to report any other behaviour.

We seek best practice from other agencies to support our work on promoting equality and celebrating diversity. At times in the PHSCE sessions external speakers are invited in to school to educate and inform our students. In very serious cases the School may contact the police or social services.

- **Student leadership**

There are a range of student leadership opportunities across the school. These students act as role models to students and model appropriate and considerate behaviour. As part of their preparation and training for their roles they are advised what to do if students need someone to talk to. Examples include:

- Year 7 forms are allocated a Sixth form buddy when they join the school who will visit the form on a regular basis to act as a trusted person who students can speak with about a variety of issues from transition to bullying.
- House Leaders meet their form groups regularly
- Sixth form prefects attached to each year group
- Students in Year 7 may be encouraged PE 'Skills Club' in order to develop their resilience and social skills through team work

Wellbeing mentors – students can self refer or be referred to a Wellbeing Mentor – who are KS4 or KS5 students who will support the emotional wellbeing of students as needed.

School Policies

This policy works in partnership with the school's Behaviour policy, Online Safety policy, Bring Your Own Device (BYOD) Protocol and Acceptable Use Policy (AUP). In addition, this policy interacts with our policy on Equal Opportunities and is regularly monitored as to whether any group is disproportionately victimised and act accordingly. The school's Child Protection and Safeguarding policy is also available on the school's website and links with this policy.

Parents/Carers

Parents/carers are encouraged to contact school if they have any concerns, asking for the form tutor or HOY, and staff will pursue these in full. A supportive approach between parents/carers and school is seen to be very important in achieving the best outcomes for students. Bullying online should be reported in the same way and, where possible a screen shot or print out should be taken if it is thought the bullying is by another student.

6. Recording and Reporting

Students can report bullying to any member of the school staff or, anonymously, via the SHARP system.

Staff should report any bullying disclosure to the HOY as a matter of urgency, verbally but followed up in writing. This can be completed on CPOMs – the school's online safeguarding platform. Staff are all trained in how to use CPOMs when they join the school. Any incidents should be recorded onto SIMS in the appropriate category, for all parties involved, clearly indicating victim and perpetrator. Any statements or evidence will be uploaded to CPOMs.

When a student does report bullying, the possible paths to resolution will be explored with them before action is taken. Action will not be taken by staff without prior discussion with the victim.

7. What happens if a student is bullied?

Post incident response for the victim

When an incident is reported to a staff member either directly or indirectly that a child may have

been a victim of bullying this reported incident will be taken seriously and investigated.

School will offer a proactive, sympathetic and supportive approach to the reported victims of bullying. The exact nature of the response will be determined by the particular student's individual needs and may include the actions set out in Appendix 2.

Post incident response for the bully

The school takes bullying very seriously and will offer a pragmatic, supportive and problem-solving approach to enable bullies to behave in a more acceptable way. School does not believe that the use of punishment alone is helpful in managing this problem but is of the view that their behaviour is unacceptable in promoting change. The School will respond to the reported bullying in a proportionate way – the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly.

See Appendix 2 for suggested actions with regard to dealing with perpetrator and bully if a bullying incident is reported to school.

Escalation

Repeated offences will be dealt with in accordance with the Behaviour Policy.

It should be noted that bullying offences may involve the Police. This will be the decision for the SLT Student Support or the Headteacher.

Parent/Carer Involvement

The parents/carers of the alleged perpetrator(s) and the parents of the victim will be informed of any incident and the action that has taken place. Parents/carers are reminded that they or their children must tell the school if there is an issue with bullying. Keeping information from the school will never help a problem to be solved and may prolong the period a victim of bullying has to suffer. Parents/carers can inform the school via their child's form tutor in the first instance, if they feel the situation has not been resolved they should contact the HOY or failing that the SLT Student Support. This contact can be via email, telephone, or appointment.

8. Monitoring and Review

Every bullying incident is logged on SIMS as outlined above. This is monitored by the HOY and SLT Student Support. If any patterns are identified which require specific learning within the school community, then targeted work is done. For example, if a trend is noticed relating to inappropriate language this may be built in to a tutor time session or an assembly.

A termly report on bullying incidents is presented at the Local Governing Body meeting. The policy is reviewed before its review cycle if this is deemed necessary. The policy and procedures are reviewed every 2 years unless legislation changes.

9. Support

Victims of bullying will be monitored closely by the HOY after an incident has been dealt with and offered ELSA support or counselling if required. The student's form tutor will monitor matters to try to ensure that the student does not suffer further abuse. It is vital that the student tells someone if the bullying continues.

Perpetrators of bullying will also be monitored closely by the HOY and form tutor to ensure that repeated incidents do not occur. If appropriate, the perpetrator may be offered ELSA support or counselling.

Training and support for school staff in dealing with bullying will be offered as necessary to ensure that all staff feel confident in challenging and addressing bullying in school.

BULLYING INFORMATION, SUPPORT & HELP-LINES

Additional sources of guidance and information:

Outside agencies who can offer support are:

Childline: 0800 1111

NSPCC: 0800 800 5000

Samaritans: 08457 90 90 90 Connexions: 080 8001 3219

Map safe routes to school (software available from MAP IT Ltd 01487 813745)

Kidscape 2 Grosvenor Gardens, London, SW1W 0DH. Tel: 0207 730 3300 Has a wide range of publications for young people, parents and teachers. Bullying counsellor available Monday to Friday, 10-4.

Stand up to Bullying www.standuptobullying.co.uk

Advice for parents and children about dealing with bullying. Bullying UK www.bullying.co.uk

Telephone:

0808 800 2222

UK Safer Internet Centre <https://www.saferinternet.org.uk/>

10. Sanctions for bullying

WHSG takes all forms of bullying seriously and is particularly concerned to take action in relation to any incidents related to bullying. The School will sanction students who have not adhered to the Behaviour policy and parents will be informed of sanctions in the course of the post incident management process. Sanctions possible are in line with the School's current Behaviour policy.

Links to other related policies and national guidance:

All school policies are available on the school website

Child Protection and Safeguarding Policy

Behaviour Policy

Whistleblowing Policy

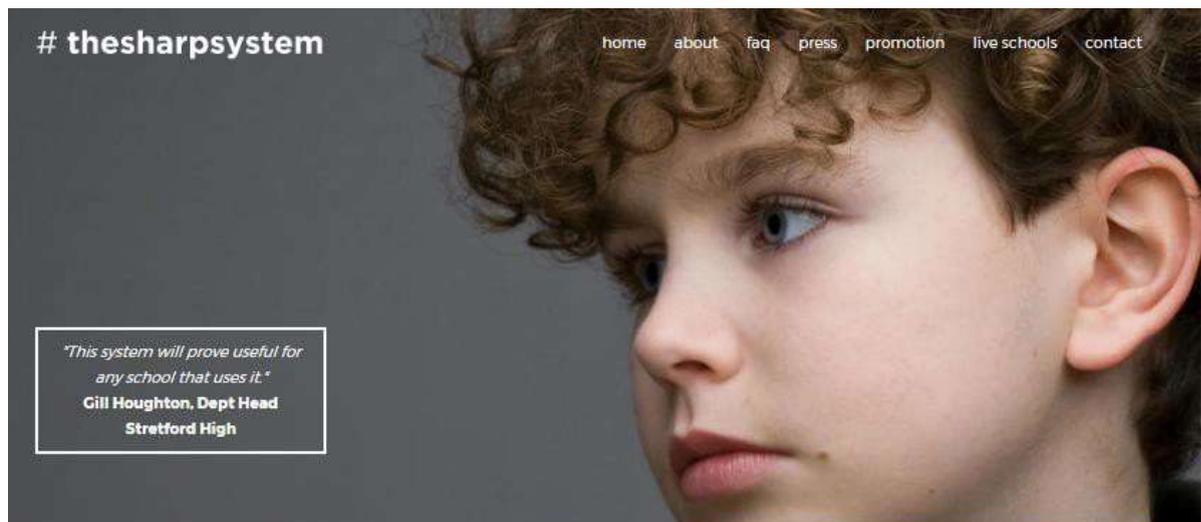
ICT Policy Health and Safety Policy

Rewards and Sanctions within the WHSG Behaviour Policy

Complaints Policy

The SHARP system

SHARP stands for 'School Help Reporting Page' and allows every student at WHSG to report any incidents which occur within the school and local community anonymously and without fear. The purchase was kindly funded by our PFA.



About

The SHARP System was born in the summer of 2007, it originally piloted in 5 Merseyside Schools (Cateacre, Childwall, New Heys, Shorefields and Parklands.) Within the first few weeks SHARP had received over 3,000 visits from students at these schools and numerous referrals from young people that needed help.

The pilot was a very short affair and the system was quickly picked up by other Merseyside schools and schools in Cheshire and London. Within the first year the system had over 1,000,000 visits from the early adopting schools and it's results made the system an instant hit and SHARP won the Statutory Agency Award in the 2008 Liverpool Safeguarding Children Board Awards.

SHARP was featured in several local Newspapers such as The Liverpool Echo and The Manchester Evening News and in national publications such as The Telegraph and The BBC.

SHARP in recently has been cited in several Home Office, Government and Ofsted publications which allowed SHARP to be adopted by a number of schools in different areas of the country.

SHARP is continuing to grow and improve and we are currently developing SHARP 5 which offers greater functionality, improved performance on mobile devices and redesigned to keep it current and accessible for the current 250,000+ (and growing!) young people in the UK that use SHARP in their schools.

SHARP is accessed via our school website. All students have received instructions about how to access it:

'On the home page go to the 'student area' and select SHARP from the drop-down list. It is as simple as that.'

Information has also been shared with all school staff via e-mail and the staff bulletin, and with parents via the Wallington Week.

Bullying Investigation form**Responses regarding victim**

<u>Action</u>	<u>Resources</u>	<u>Completed Y/N</u>
Ensure the immediate safety of the victim. First Aid assessment made.		
Separate the victim and the bully	Look at timetables and ensure students are not in the same class	
Start a formal investigation	Gain statements from both victim and bully Get statements from witnesses	
Inform parents / carers that an investigation has been started	Send a holding email stating you are investigating and will get back to them ASAP.	
Reassure the victim using positive reinforcement that reporting the incident was the correct thing to do. Reassure the victim that they are not responsible for the behaviour of the victim.		
Log incident on SIMs and CPOMs		
Ensure AHT Student Support is aware investigation taking place and liaise regarding next steps		
Provide strategies to the victim to help them prevent incidents of bullying happen in the future	Provide assertiveness training Discuss these strategies with parents/carers	
Provide a support group for the victim	Ensure the victim has confidence in re- joining a class or back into school life	
Provide practical support to ensure a smooth integration back into school life	Provide extra supervision at break or lunchtimes if needed	
Offer emotional support therapies to the victim and bully if needed	The ELSA or Counselling – offer this again if it is not accepted initially.	
Update parents with the results of the investigation	Ask parents/ carers if they are happy with the way school has resolved / handled an issue and ask for feedback.	
To review the impact of the procedures put into place	Complete a Young Person's View form when appropriate and upload to CPOMs with a record of all actions taken	

Response regarding bully

<u>Action</u>	<u>Resources</u>	<u>Y/N</u>
Ensure the alleged bully has made a statement		
Ensure that the alleged incident cannot be repeated	Take any appropriate action e.g Look at timetables and ensure students are not in the same class.	
Ensure SIMs and CPOMs record the perpetrator's role		
Ensure the student is aware they have breached the School's Behaviour policy	Sign behaviour contract	
To ensure the victim of bullying is safe the alleged bully may have a loss of privileges whilst an investigation is taking place – such as normal break and lunchtimes		
Parents / carers are informed an investigation is taking place		
In the case of cyber bullying capture screen shots of the material available	It is important to establish if malicious harm is meant. These may be sent home at some stage / shared with parents / carers	
An offer will be made for mediation between the two parties	Use of ELSA or Head of Year to mediate a facilitated and structured conversation between the affected students	
Contract created	Agreement created which the perpetrator signs to show willing that actions will stop	
Sanctions may include any of the following:	<ul style="list-style-type: none"> • Removal of perpetrator from a class until a time when the victim feels safe to be back in a lesson with the bully • Detention • Bully may not take part in an enrichment activity or sports activity where the bully represents the school • Prohibited from using technology in school for a fixed period of time • Being placed on report to the HoY or AHT • Fixed term exclusion • Permanent exclusion (where physical violence has been used) 	
Offer of support with regard to meeting school's expectations regarding behaviour	ELSA or Counselling referral made. Sessions will focus on how to behave in appropriate way as well as explore the reasons why a perpetrator may have become a bully.	

Use of school 's reward system in school	Staff encouraged to use praise and reward to help student adapt to school's expectations	
Consider whether external agencies need to be contacted	Police Liaison Officer Police Any other suitable consulting organisation with specific focus e.g. online safety	
Support provided for the future	A pastoral support plan may be created and reviewed with parents at a set time	

Please note: This list is not exhaustive or prescriptive and each incident may allow for some variation in how the situation is managed.

