

The Winstanley School
ANTI-BULLYING POLICY



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Widening Horizons | Enabling Excellence

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Anti-Bullying Policy

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Introduction

At Winstanley we work to promote a secure, friendly and safe environment in which learning can take place. All staff and students play a key role in ensuring that bullying is dealt with quickly and effectively by following clear systems and having a shared understanding in line with our school values. This policy has been created in conjunction with the Anti-Bullying Strategy Manager, Safeguarding & Improvement Unit, Children & Family Services of Leicestershire County Council, staff, students, parents and governors and links directly with the school behaviour, safeguarding, confidentiality and acceptable use of ICT policies. Our Assistant Head of School - Student Support will hold the lead responsibility for Anti-Bullying within the school.

The Department of Education defines as **“Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. (DfE Preventing and tackling bullying: Advice for head-teachers, staff and governing bodies October 2014)**. Bullying will not be tolerated at Winstanley School and is seen as the misuse of power. The school community has a duty to protect all its members and provide a safe, healthy environment. The school has a behaviour policy based around our core SHINE values also focuses on responsibilities. All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is. All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported. All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated.

While recognising that bullying happens in all schools and within the wider community, parents/carers and students at Winstanley School are encouraged to report incidents of bullying to any member of staff and **be confident that action will be taken** as per the school procedures and to deal effectively with the victims of, and those responsible for, acts of bullying.

Descriptors for forms of bullying:

Bullying behaviour can be based on prejudice or negative attitudes and **any member of our community** can be a target of bullying behaviours, including staff. Some forms of bullying are aimed at specific groups or based on factors which put individuals at a greater risk of being bullied. These groups include, but are not solely restricted to:

- **Appearance or health conditions** – where an individual or group are targeted because of their physical appearance or a health condition. For example a disfigurement, a traumatic injury, severe skin condition;
- **Home circumstances** – where the motivation for bullying is based on the persons living arrangements for example: young carers, children in care or geographic locality i.e. where they live.
- **Homophobic and Biphobic bullying** – relates to a person’s sexual orientation. It is based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Individuals or groups can be targeted because of their actual or perceived sexuality. People who have lesbian, gay or bi family members can also be targeted as can students who do not conform to gender stereotypes.
- **racial, cultural and religious groups** where the motivation for bullying is based on the targets skin colour, culture, nationality or faith;
- **SEN and disabled students** where an individual or group are targeted because of a special educational need or disability which includes learning difficulties, sensory impairments and mental health conditions;
- **Sexual bullying** – can relate to the target’s gender or body, this can have a sexual and/or sexist element.
- **Transphobic bullying** – relates to gender identity. It is based on prejudice or negative attitudes, views or beliefs about trans people. Transphobic bullying affects people who are trans but can also affect those questioning their gender identity as well as people who are not trans but do not conform to gender stereotypes.

Descriptors for kinds of bullying:

Bullying behaviours can be carried out through face to face contact, third party involvement or electronically and can be classified as:

- **Physical** – kicking, hitting, spitting, throwing things, taking and damaging belongings;
- **Verbal** - name calling, threats, teasing, making offensive comments, gossiping;
- **Psychological** - excluding people from groups, spreading hurtful rumours
- **Cyber Bullying** - circulating upsetting images, emails and postings through the use of mobile phones or on social networking sites.

To identify bullying it is useful to remember **STOP: several times on purpose**, in order to judge whether a student’s behaviour is bullying.

We will not tolerate any form of bullying behaviours and will take all reasonable steps where an occurrence is suspected or reported to us. These incidents will be investigated and the appropriate action taken. Those involved in bullying behaviours will be given help and support, and action will be taken against the perpetrators.

At Winstanley we will always investigate and challenge all incidents of bullying that are reported to us - this includes bullying that occurs outside school hours and on-line. Like all other incidents of bullying, we will actively intervene and deal with all incidents of bullying. This is in line with Government guidance on Preventing and Tackling bullying which states that

“School staff members have the power to discipline pupils for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school’s disciplinary powers can be used to address pupils’ conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils’ behaviour in those circumstances. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre”

Creating a Positive Environment at Winstanley

- The school communicates its stance on bullying to all students and parents via the student planner and by publishing its policy on the school website
- There is an agreed collective responsibility to address any incidents, either observed or reported and to record such incidents.
- The issue of what bullying behaviour looks like is raised throughout the year, to maintain awareness, for example, in assemblies, displays, anti-bullying week, anti-bullying ambassadors and tutor time activities.
- The form tutor team discuss what bullying behaviour is with tutor groups, and curriculum areas explore the issue through topic work. It is during these discussions that students are made aware of how it might feel to be the target of bullying behaviours and to ensure they fully understand what it is, and that it is never acceptable.
- We work with both students displaying bullying behaviours and the students who are the targets of this behaviour, in order to make change. This can include 1:1, group work, referrals to outside agencies, liaison with the police.
- Education to prevent bullying will be provided to all students during their time at Winstanley and appropriate behaviour will be reinforced during lessons and around the school site. Curriculum opportunities are used to address bullying through:
 - Subject areas e.g. English, Drama, Humanities; Personal Social Health Education (RESPECT);
 - Assemblies e.g. National Anti Bullying Week – November, National Safer Internet day February;
 - Tutor activities and the PiXL Edge Programme;
 - Presentations from outside agencies and theatre groups e.g. Chelsea's Choice;
- Students are encouraged through the SHINE values to develop and understand:
 - Patience
 - Empathy
 - Co-operation
 - Understanding
 - As well as the British Values of mutual respect, democracy, the rule of the law, individual liberty, tolerance of those of different faiths and beliefs
- The governing body, SLT and Head of Years monitor incidents through the bullying behaviours log, completed by each Head of Year and overseen by SLT.
- The bullying log is reviewed each half term to ensure that previous resolutions are still effective and that any bullying behaviours have ceased.
- An anti-bullying blog is managed at school to provide support for students who have concerns over bullying and can contact staff in private if they have any issues or questions.
- A peer mentoring scheme provides support for year 7 students who have previously been identified as victims through the transition process. Student Council members are also anti bullying champions. We also pair Key Stage 4 students with younger students where appropriate.

Parents are encouraged to actively support the policy by signing home/school agreements and to make appointments to see the Head of Year/form tutor should any issues arise.

What to do if you're being bullied or witness bullying behaviours

Bullying is not a part of school life; is not part of growing up and does not usually sort itself out. This also includes all types of cyber bullying.

All of us at Winstanley need to work together to ensure that bullying behaviours do not happen.

Students can help by remembering:

- As well as "STOP: Several times on purpose", it is useful to remember "STOP: stop and tell other people". You can tell a friend, your parents, a member of staff. It will not stop until you do tell people the information.
- Your form tutor needs to know what is going on, so find time to tell him/her. Additionally, there is a post box and a blog site where concerns can be posted privately for a more convenient way of passing on information to the form tutor/Head of Year/Anti bullying mentor.
- If someone else is experiencing bullying behaviours, encourage and support them in telling an adult or tell an adult yourself, or one of the anti-bullying ambassadors, or use the anti-bullying blog site via the school website.
- If another student's behaviour is making you feel unhappy then a member of staff should be informed to help stop this from happening.
- Visit www.winstanleyschool.org.uk for useful hints to support students who experience bullying behaviours.

Procedures for Dealing with Bullying Incidents at Winstanley

Dealing with School-based bullying incidents

1. When an incident is reported to a member of staff, this is investigated at the first opportunity. The investigation could be carried out by the initial member of staff or by a member of the student support team.
2. The investigating member of staff talks to both the individual/s who is/are the target and the student/s displaying bullying behaviours separately, and interviews witnesses to ascertain facts. This may involve confiscation of mobile devices.
3. Statements are taken from all relevant parties, summarising available information and each incident is judged individually to establish if it is a case of bullying. Where cyberbullying is suspected, screen shots are taken of the images/texts.
4. The investigating person makes personal contact with the tutor or the Head of Year.
5. If the incident is a case of bullying, all students involved are told that it is, and explanations given as to why. Both parties are told that the school does not tolerate bullying behaviours. A sanction is then issued depending on the incident in line with the school behaviour policy and both sets of parents are contacted by the person investigating the incident; the tutor or the Head of Year to ensure that both parents understand the sanction that has been issued.
6. The student is supported and reassured as soon as possible that they were correct to report the incident and that steps are being taken to see that it does not happen again.
7. The student displaying bullying behaviours is told that it is school policy to record the incident and that further issues will lead to further sanctions in line with the school's behaviour management policy.

8. All students involved in the incident will have follow up interventions with staff to ensure that behaviours have not continued.
9. A signed agreement may be drawn up, which if broken will entail:
 - a. Further incident: the first stage internal exclusion and contact with parents
 - b. Further incidents: next stage internal exclusion, or fixed period exclusion, depending on the perpetrator's previous conduct, and parental contact.
10. In cases that the school judge to be extreme, exclusion (fixed term or even permanent) might be the response to this bullying behaviour.
11. A nominated governor has responsibility for maintaining an overview of bullying incidents within the school.

Out of School Bullying

1. The School has the powers to act upon reports of bullying incidents which take place on the way to and from School. We will use these powers whenever necessary.
2. Parents must understand that they are responsible for monitoring and addressing bullying behaviours out of school. The school will fully support parents in such instances where possible. We recognise that there could be implications which affect the student in school but it must be understood that our powers here are somewhat limited.
3. We fully support parents contacting the police about any serious reports of bullying behaviours which take place out of school. We will offer support to parents, whilst they go through this traumatic time. **This include all of the types of bullying mentioned above, - Physical, Verbal, Psychological and Cyber bullying.**
4. We always give the police our full co-operation. Where incidents of bullying are physical or are incidents of extreme cyber bullying, we recognise that we have the power to report these incidents to the police. We will always support parents' right to contact the police and will work to support any investigations.

Recording and Monitoring

A log is kept by all Head of Years and logged incidents are monitored on a half termly basis by the Heads of Year and Assistant Head of School (Student Support). Information about the number and type of incident is given to the governing body annually as part of the Head of School's report on behaviour.

To summarise, if we have established that bullying behaviour has occurred, we will:

- Record appropriately
- Deal with the incident appropriately
- Use the information to identify any trends/patterns
- Use this information to target areas of need
- Monitor and intervene at intervals after the incident to ensure behaviour has stopped
- This analysis will be completed half termly to identify any potential patterns.

This policy will be reviewed within a 2-year cycle, and will include consultation with key stakeholders in the school, eg. Students, teachers, LSAs, Lunchtime Supervisors, parents, Governors (this list is not definitive).