



Pensby High School

Anti-Bullying Policy

Version:	V3
Ratified by:	PPD & WB Committee
Date ratified:	11 th October 2023
Policy Lead:	H Davies
Name of responsible committee and SLT lead:	PPDW H Davies
Date issued:	5 th October 2023
Review Date:	
Target Audience:	All staff & Governors
Equality Impact Assessment	

Principles

Bullying is any behaviour which causes hurt, fear or distress to another person. Bullying can include any form of discrimination or inappropriate references relating to a student's sexuality, race or gender. It is a behaviour that takes place **Several Times On Purpose (STOP)**.

All students have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, harass, degrade or abuse them.

There is no justification for bullying behaviour.

Bullying behaviour is a problem for both the bully and the victim and should be addressed in positive and constructive ways which provide opportunities for growth and development for the bully and victim alike.

Effective management of bullying is a shared responsibility and strategies should involve school staff, parents/carers and other professionals involved with students who are the victims or perpetrators of bullying behaviour.

Best outcomes follow when the school can work with parents to address concerns about bullying behaviour and victimisation.

Aims and Objectives

Emphasise to staff, students and their parents and carers the school's zero-tolerance attitude towards bullying behaviour by: being proactive in the prevention of bullying; making students, parents/carers and staff aware of what steps take place when an incident of bullying has occurred.

To eliminate intimidating behaviour and promote a school ethos in which each student is safe and able to realise his/her full potential.

To address the problem of bullying and to bring it under control through the implementation of whole-school policy and procedures.

To reassure parents and carers that the school takes their children's welfare seriously and that they are being educated in a safe and secure environment.

To record accurately all incidents of bullying and to monitor the effectiveness of strategies for bringing it under control.

Prevention

The school has a zero-tolerance attitude to bullying. It is best prevented through the development of a school ethos based on mutual respect, fairness and equality.

We encourage staff and students at Pensby to remember the definition of STOP (Several Times on Purpose) and the STOP approach to act. This is to Start Telling Other People.

All staff have a responsibility for dealing with this problem. Students will have their awareness of the issue raised at a number of levels (see below) and be informed of the school's expectations about the unacceptability of bullying and what to do if they experience or are aware of bullying by others.

Note: Bullying of students by staff comes under the school's disciplinary procedure for employees.

The issue of bullying will be raised with students at a number of levels including:

- At whole-school level – through assemblies when students will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place.
- At classroom level – during PSHE and pastoral time.
- On occasions the school will bring in outside bodies to deliver presentations around issues of bullying.

There are particular times when students may be more vulnerable to bullying, such as lunch and break times and the beginning and end of the school day. Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents.

Students will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated.

If parents believe their child is bullying others, this information should be shared with school so that the problem can be addressed and a plan agreed to prevent further incidents and the bullying student helped to change his/her behaviour.

Implementation

All staff are responsible for the rigorous application of this policy and ensuring that the incidents falling within the school's definition are properly recorded via Class Charts .

If the school is informed of a perceived bullying incident in school, the school will conduct its own investigation of the alleged bullying to consider whether bullying has occurred and, if required, to decide on an appropriate sanction.

In any investigation, the STOP (Several Times on Purpose) will be used by Pastoral Staff and members of the Senior Leadership Team (SLT).

Investigations and sanctions will be issued by Pastoral Staff such as Heads of Year and members of the Senior Leadership Team (SLT).

The school recognises the important part parents/carers play in supporting their children and promoting change as such parents/carers will be kept informed of any concerns the school has about their children in relation to this issue.

Monitoring/Evaluation

The Assistant Headteacher (Pastoral) is responsible for monitoring incidents of bullying, and reporting to the relevant Governing Body in order to evaluate the effectiveness of the policy.