

ANTI BULLYING POLICY

DATE ADOPTED	SPRING 2015
LAST REVIEWED	Summer 2023
AUTHOR/OWNER	SLT
REVIEW CYCLE	BI-ANNUAL
NEXT REVIEW DATE	Summer 2025

ANTI-BULLYING POLICY

The aims and objectives of Winsford High Street School in formulating this statement are:

- To reduce and eradicate wherever possible instances in which pupils are subjected to bullying in any form.
- To establish appropriate means of providing after-care should an incident of bullying occur.
- To ensure that all pupils and staff are aware of this Policy and fulfil their obligations to it.

Definition:

Bullying is the wilful, conscious desire to repeatedly threaten, frighten, or intimidate someone else.

The values and beliefs underlying this Policy are:

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- The school recognises the detrimental effect on pupils who may be subjected to bullying and works actively to minimise the risks.
- Both those who are bullied and those who bully will be treated in a supportive manner, rather than being regarded as a burden to staff and peer groups.
- The harmful effect on pupil performance which can be occasioned by bullying is recognised and the school is committed to combating all bullying behaviour.

Persons covered by this Policy:

All pupils, whether permanently or temporarily on the school roll, will be covered by this policy. The school and Local Authority treat bullying among their employees as a potential disciplinary matter.

Action to Combat Bullying

Among the activities which the school will establish and maintain in an effort to combat bullying behaviour are:

- The range of rewards and sanctions outlined in the school behaviour policy, including the methods of acknowledging good behaviour and promotion of the Golden Rules – Be Ready, Be Respectful, Be Safe.
- Allocation of specific roles and responsibilities, both at staff and pupil level, in order that incidents may be detected, monitored and investigated and appropriate after-care delivered. To help with this, the school encourages the discussion of and reporting of incidents to MDAs, TAs, HLTAs, teachers, senior management representatives and the Safeguarding team.
- The establishment of a record through which all incidents are collated and periodically reviewed and reported in appropriate quarters;
- Communication of the Policy and its periodic update, in order to ensure that staff, pupils, parents and governors are continuously aware of the Policy and also of their individual responsibilities;
- Examination of preventative measures such as alteration to the school environment, procedures and practices in an effort to reduce the risks of bullying behaviour occurring;

- Staff training to ensure that all responsibilities in respect of this Policy can be delivered in a competent, caring and efficient manner;
Teachers and Teaching Assistants are trained in Team Teach in order to reduce the risk of a child harming themselves or others. Should an instance of Positive Handling occur, the staff members involved are required to record the instance on an ABCD form. (Please see Positive Handling Policy)
- Establishing appropriate staff, pupil discussions in order that current issues with regard to bullying can be discussed on a regular basis.

Individual Responsibilities

It is important that pupils recognise the difficulties which staff may encounter in ensuring that the purpose and intent of the Anti-Bullying Policy can be effectively introduced and enforced. In this regard, pupils are expected to:

- Report all incidents of bullying using the procedures in place.
- Act in a respectful and supportive manner to their peers, reporting any suspected incidents, which the victim may be afraid to report.
- Adhere to and promote the aims and objectives of this statement.
- Refrain at all times from any behaviour which would constitute bullying of fellow pupils.

Parents too can play a vital role by:

- Supporting the school in raising their child's awareness of what constitutes bullying.
- Stressing to pupils the importance of sociable behaviour.
- Reporting any misgivings they have concerning bullying.
- Actively endorsing the Anti-Bullying Policy.
- Noting that it is never appropriate to use physical violence against, or in any other way seek to bully a bully.

Evaluation Procedures

In order to assess the effectiveness of this Policy, the following standards will be used as a means of measuring performance.

- Variations in the number of reported incidents over a given period.
- Individual incident returns, including nil returns within a given period for different age groups.
- Variations in the number of pupil absences, including post registration absence, as an indicator of bullying.

Policy Ownership and Responsibilities

This policy will be considered to be a living document. As such, it will be periodically reviewed and updated.

Ultimate responsibility for its introduction and implementation will rest with the Headteacher, who will consult with the governing body. However, it is important to remember that all staff, pupils and parents have an active part to play in the evolution, development and maintenance of this Policy.

Our ultimate aim is to provide a learning environment free of any threat or fear, which will enable us to support the aspirations, achievements and welfare of everyone in the school community.

Revised: Summer 2023

Review Date Summer 2025

Chair of Governors: Mike Whitaker

