

Birkdale High School



**Birkdale
High School**

Aspire - Thrive - Succeed

Anti-Bullying Policy

October 2021 – September 2022



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Date of Policy: October 2021
Members of staff responsible: Assistant Headteacher
Review date: September 2022

At Birkdale High School we uphold the key principles and provisions of the United Nations Convention on the Rights of the Child:

- The right to a childhood (including protection from harm)
- The right to be educated
- The right to be healthy (including having clean water, nutritious food and medical care)
- The right to be treated fairly (which includes changing laws and practices that discriminate against children)
- The right to be heard (which includes considering children's views)

Article 2 of the United Nations Convention (Non-discrimination)

The Convention applies to all children, whatever their race, religion or abilities; whatever they think or say, whatever type of family they come from. It doesn't matter where children live, what language they speak, what their Parents/Carers do, whether they are boys or girls, what their culture is, whether they have a disability or whether they are rich or poor. No child should be treated unfairly on any basis.

Article 19 of the United Nations Convention (Protection from all forms of violence)

Children have the right to be protected from being hurt and mistreated, physically or mentally.

Article 28 of the United Nations Convention (Right to education)

Discipline in schools should respect children's human dignity. Young people should be encouraged to reach the highest level of education they are capable of.

Article 29 of the United Nations Convention (Goals of education)

Education should develop each child's personality and talents to the full. It should encourage children to respect their Parents/Carers, and their own and other cultures. Children's rights are a special case because many of the rights laid down in the Convention on the Rights of the Child

have to be provided by adults or the state. However, the Convention also refers to the responsibilities of children, in particular to respect the rights of others.

Here are some of the responsibilities that accompany these rights:

- If every child, regardless of their sex, ethnic origin, disability, social status, language, age, nationality or religion has these rights, then they also have a responsibility to respect each other in a humane way
- If children have a right to be protected from conflict, cruelty, exploitation and neglect, then they also have a responsibility not to bully or harm each other
- If children have a right to freedom of thought, conscience and religion, then they also have the obligation to respect other's thoughts or religious principles

Aims

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Objectives

- To provide a learning environment free from any threat or fear where pupils are encouraged to report bullying
- To reduce and eradicate wherever possible, instances in which pupils are subject to any form of bullying
- To establish a means of dealing with bullying and or providing support to pupils who have been bullied
- To provide support for pupils who are accused of bullying
- To ensure that all pupils and staff are aware of the anti-bullying policy and that they fulfil their obligations to it
- To meet any legal obligations which rest with the school
- To respond effectively to any instances of bullying that are reported

Definition of bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time and is not just a one off incident, where it is difficult for those being bullied to defend themselves, will disturb their education and could cause their life to be a misery.

Different types of bullying

- Electronic / Cyber-bullying – bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services) hate websites.
- Physical - hitting, kicking, spitting, tripping someone up, stealing/damaging someone's belongings.
- Verbal - name calling, insulting, racist remarks, threats of physical violence, spreading rumours, constantly putting a person down etc.
- Indirect (known as emotional/psychological) - spreading rumours, excluding somebody from social groups, sending malicious messages
- Racist - Racism means you are subjected to abuse and harassment because of your race, colour or beliefs. (e.g. insulting language/gestures based on a person's actual perceived ethnic origin or faith, name calling, graffiti, racially motivated violence. Please see our anti-racism pledge on the school website.
- Sexual - sexually insulting language/gestures, name calling, graffiti, unwanted physical contact.

- Homophobic – insulting language/gestures based on a person’s actual or perceived sexuality, name calling, graffiti, homophobic violence.

All of the above are unacceptable and will not be tolerated at Birkdale High School.

Creating an anti-bullying climate at Birkdale High School

The school will:

- Help pupils to be polite and honest and to develop a sense of independence, strengthened by the ability to work with others in a tolerant, caring and understanding way.
- Help pupils to develop positive and confident attitudes to the needs of others

Our curriculum is used to

- Raise awareness about bullying and our anti-bullying policy via school assemblies/ Personal Development Time twitch will be used to reinforce our anti-bullying message
- Develop PSHCE schemes of work and enrichment events to highlight bullying related issues and how to deal with them
- Develop self-esteem through, for example:
 - displays of work
 - verbal praise and other rewards
 - encouraging pupils to stand up for themselves in the correct manner and not to allow others to make their lives unhappy
 - pupils being given responsibilities within school
 - pupils being encouraged to express their opinions and ideas

Literature around the school will be used to remind pupils that bullying is not acceptable

Provide written guidance to our pupils to explain what they should do if they are being bullied or if they see another pupil being bullied.

Pupils need to realise that they must not stand by and let bullying happen. If they witness bullying taking place and take no action, they become part of the problem and as such are condoning it.

The School Council and other such forums will be used as a forum in which concerns about bullying can be discussed on a regular basis.

Strategies/Responding to Incidents when they occur

- Pupils who have been bullied should report this to their Form Tutor, Learning Mentor, Head of Year or any other member of staff
- Pupils who see others being bullied should report this to their Form Tutor and /or Head of Year
- Members of staff who receive reports that a pupil has been bullied should report this to the appropriate Head of Year
- Pupils will be asked to provide a written account. Other pupils with information relating to incidents will be asked to do so also
- Reports of bullying will be logged by the Head of Year by recording the incident on Arbor as well as CPOMS if appropriate. They will refer serious cases to the Assistant Headteacher in charge of Pastoral Care

All reports will be taken seriously and will be followed up by contact with the child and/or Parent/Carer to ensure there has been no repetition.

Pupils who are bullied will be:

- Listened to and taken seriously and the incident will be discussed only with the necessary people
- Assured that it was right to report the incident(s)
- Reassured that they do not deserve to be bullied
- Involved in the process of deciding what action is to take place to help and stop the bully. able to discuss strategies to deal with emotions and feelings and to understand and cope with bullying
- Discouraged from hitting back or retaliating in any way
- Offered the chance to talk with other staff that can support – e.g. Learning Mentor or the school counsellor
- Engaged in follow up meetings to ensure the any action taken is working

Staff will always try to ensure pupil safety

Pupils who are bullies:

- Will have their behaviour challenged
- Will be treated fairly, given the opportunity to change behaviour and encouraged and supported in doing so
- Will be told that sanctions may be imposed

Sanctions:

- Official warnings to cease offending i.e. letter home
- Parent/Carers invited in to school
- Detention
- Loss of free time
- Exclusion from certain areas of school premises
- Fixed term exclusion
- Permanent exclusion

Our responsibilities

Everyone within school is expected to:

- Act in a respectful way towards one another
- Adhere to and promote the objectives of this policy

All staff have read and are fully aware of Keeping Children Safe in Education Part 1 and subsequently understand that children can abuse other children (often referred to as peer on peer abuse) and that it can happen both inside and outside of school and online. Staff recognise the indicators and signs of peer on peer abuse and know how to identify it and respond to reports. All staff understand that they should be vigilant for peer on peer abuse at all times as, although we actively encourage all pupils to report any form of bullying and abuse, it may be the case that some goes unreported. All staff understand their responsibility and the importance of challenging inappropriate behaviours between peers, which are actually abusive in nature. Downplaying certain behaviours, for example dismissing abuse as “just banter”, “just having a laugh”, “part of growing up” or “boys being boys” can lead to a culture of unacceptable behaviours, an unsafe environment

for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it. Peer on peer abuse can take a number of forms but specific to this policy is:

- Bullying (including cyberbullying)
- Prejudice-based bullying
- Discriminatory bullying
- Physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse)

The school will keep a record of all instances of reported bullying and this will be reported to Governors. This record of instances will help to inform future planning, intervention strategies, the Personal Development Curriculum and policy Development.

Pupils are expected to:

- Report all incidents of bullying
- Report suspected incidents of bullying
- Support each other and to seek help to ensure that everyone feels safe and nobody feels excluded or afraid in school

Parent/Carers can help by:

- Supporting our anti-bullying policy and procedures
- Encouraging their daughter to be positive members of the school community
- Discussing with school any concerns that their daughter may be experiencing or involved in some other way

Concerns, complaints and compliments

We recognise that there may be times when Parents/Carers and/or pupils feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the attention of the school to enable the school to work with you to rectify the concern that you have.

We would also be pleased to receive compliments as feedback from Parent/Carers and pupils when things have gone well.

We will monitor and evaluate our anti-bullying policy using the following measures:

- The numbers of incidents that are reported to staff over a given period
- From the comments received from the School Council
- Pupils' perception of bullying in school through questionnaires/discussions etc
- complaints/compliments that we receive from Parent/Carers and feedback from questionnaires
- From the comments made by visitors and other people connected with the school