



## Stanley High School Anti Bullying Policy

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***We believe that it is every child's right to be safe and to feel safe. We take bullying very seriously.***

### **1.0 Purpose**

- It is the right of every student to receive an education free from humiliation and abuse.
- It is the responsibility of all adults and students in school to help create and maintain a friendly and relaxed atmosphere which is tolerant of others regardless of age, size, race, religion, sexual preference, interests, abilities or disabilities but not tolerate the victimisation of one person or group by another person or group.

### **2.0 Why**

Bullying is something that takes place in all groups and all level of society  
Incidents that go on undetected can have a serious affect on a child's personal and social development and health and well-being.

### **3.0 What is Bullying?**

*Bullying can be described as the systematic abuse of power*

*"Bullying is intentionally hurting another person, physically, verbally, emotionally, psychologically. It is repetitive. Bullying is different for different people, for some it can be life threatening. For some it takes longer to have an affect than others. No one deserves to be bullied."*

#### **Sefton School's Council. Anti-Bullying week**

- Those who bully, aim to hurt by means of force, intimidation or ridicule in order to control others, or to inspire a reaction that escalates the situation.
- Bullying is aggressive or insulting behaviour by an individual or group, often repeated over a period of time, which intentionally hurts or harms.
- A distinction is commonly made between physical or verbal bullying, although they can occur together and verbal abuse can carry a strong threat of violence. The common factor is the intention to undermine and degrade the individual by picking on vulnerability or making a difference or fault.
- More difficult to define and detect are those forms of bullying that are intended to hurt by spreading rumours, making malicious accusations, manipulating social networks/groups and seeking to sideline or ostracise individuals.
- **Cyber bullying is a form of on line bullying that has come into being with this technological age.** Cyber bullying can include threatening, coercive, malicious or slanderous messages sent via text, e mails or by any other means of ICT. (E.g. Social network sites). It also includes sending images obviously intended to hurt, humiliate or threaten via ICT or mobile. Silent calls are also classed as cyber bullying.



## 4.0 Consultation

This policy is developed and reviewed through a process of consultation  
This will include all staff, parents, governors, Sefton Children's Services Department and most importantly children and young people.

## 5.0 Implementation of the policy

All staff including supply staff will be informed of the policy as appropriate  
The policy will be available on the School web site for community viewing  
All students will be made aware of the policy through form time and PERSONAL DEVELOPMENT days.

### 5.1 Teaching and learning

- All students follow a programme of study dealing with the issue of bullying and how to recognise it and deal with it, on behalf of themselves or others, if it occurs. This is taught through PHSCE topics explicitly, but is discreetly taught through many subject areas and extra curricular opportunities. (Assemblies, after school clubs, Mentoring sessions, Form Time etc).

### 5.2 Whole school approaches

- The school will provide consistent approaches underpinned by our Positive Mental Health values of :

Positivity  
Engagement  
Relationships  
Meaning/Purpose  
Accomplishment

And our ethos of Aspire, Challenge, Excel. Supporting students to make the most of their time with us and to be happy and effective learners.

- The school will promote the policy to all the school community such as parents through newsletters Q and A sessions and induction meetings, to pupils through assemblies peer mentoring and school council and to the community by means of the school website.
- Staff will model good practice showing respect, empathy and genuineness
- The school will display posters and charts in the school showing help line numbers and support for individual pupils.
- The school has purchased the SHARP system for students to alert key staff to any bullying issues.
- The school has provided links via its website regarding how to deal with Cyberbullying and how to keep children safe when using ICT on their website.
- The school will provide ease of access to the school pastoral system and external confidential services through appropriate pastoral staff



- Staff will have regular and updated training related to both awareness, teaching and learning and response to incidents
- There will be regular monitoring of areas such as break areas and travel to and from school

### **Support for teaching and learning**

Personal Development Unit of work on bullying

Enrichment Day activities and information Sessions

Faculty and Pastoral staff expertise and knowledge of students

Safeguarding Officers: Elaine Fraser-Orr/ Karl Fraser-Orr/ Jamie Lock/Kirsty Regan/Andrea Pactor

Positive Mental Health Champion and SENDCO Karen Davenport

Sefton Children's Services Tel. 0151 934 4013 (Multi Agency Support Hub gateway for Sefton)

## **6.0 Identifying Bullying**

- The best intelligence about bullying in schools comes when students are encouraged to let staff know there are problems, either for themselves or others, combined with alertness on the part of staff to signs of bullying.
- The role of the Form Tutor is central, as effective Form Tutors have a good grasp of the social relationships within groups and make opportunities to talk to and listen to students in their groups
- Early intervention is important and prompt action must be taken by anyone aware of an incident of bullying.
- Incidents of bullying may be handled by individual members of staff or they may be referred to the appropriate Form Tutor, Head of Year, Support staff, Safeguarding Lead or other Leadership Team Member.

## **6.1 Combating Bullying**

- Students, parents and staff need to understand what is meant by bullying and to report incidents.
- When a student reports bullying, staff must deal sensitively with the issue and in such a way that minimises the risk of making things worse.
- Allegations of bullying are investigated and, if confirmed are acted upon.
- The means of supporting victims of bullying include the involvement of their peers. Prefects are available at breaks and lunch for students to approach if they are concerned for others or being bullied themselves.
- Students also have access to the SHARP system on line where they can report incidents of bullying direct to Mrs Fraser-Orr and the Head teacher
- The curriculum in Personal Development includes programmes that build self esteem, self confidence and responsible assertiveness.
- Several methods of intervention can be employed to combat bullying, such as the use of peer mentoring, Pastoral/Learning Mentors and other staff. Circle of Friends, Anger Management, Self esteem and Restorative Justice. Outside Agency support is available through appropriate pastoral staff also. Police support may be used in incidents of cyber bullying. Any known or suspected incidents of cyber bullying must be reported to staff with responsibility for safeguarding



- Other people with over views or information should be made aware of the incident. This should be done on a need to know basis.

## 6.2 Major incident

In the event of a serious incident occurring, the following guidelines will be followed appropriately:

- Act immediately to support the child with any health and medical requirements
- The incident will be reported as soon as possible to Head of Year or Pastoral staff/Mrs Fraser-Orr (Assistant head teacher)
- The incident must then be recorded on ARBOR and CPOMS and further, appropriate information will be gathered – collated objectively and contemporaneously.
- In most cases, the child's carers will be informed. (See below)  
(On rare occasions this may not be in the best interest of the child's welfare such as the child may suffer physical harm from carers.)
- Each case will be dealt with on an individual basis.
- If significant harm is a concern we will act using the Safeguarding procedures – all staff are trained in initial referral procedures. The Designated Person (Mrs Fraser-Orr) takes responsibility as Safeguarding Lead and has been further trained for this role. There are also four Deputy Safeguarding Leads who will act in the Designated Safeguarding Leads absence.

## Support, mediation, sanctions

Our response to incidents of bullying will include:

- Valuing the self- esteem of all involved
- Safeguarding the health and well being of all pupils
- **Involving children in the decision making processes wherever appropriate**
- Intervention work with the bully if necessary
- Sanctions (which will include exclusion or permanent exclusion in serious or persistent cases).
- A restorative justice approach, which seeks to get all parties to understand how each other feels. To come to the best possible conclusion, which reduces the chances of bad feeling and bullying continuing in the future.
- Support from the police/outside agencies if necessary

## 6.3 External support

We will use, as appropriate, external support services such as Welfare Services and Schools Nurses. For children with Learning Difficulties or Disabilities, Parenting Partnership may be helpful. This support will be available for both parties.



- Sefton Parenting Partnership – Tel. 0151 291 0551
- Sefton Well Young Persons Service – Tel 0151 934 3419  
Provides support for more vulnerable children who are seriously affected by incidents such as a refusal to attend school or showing other signs of distress

Continual bullying with violence happening both in and out of school may well require the intervention of the police. In this case we will contact the local community police officer for advice or contact the Police direct in more serious cases.

## **6.4 Involving Parents**

Informing parents can be difficult as the language and imagery behind the term bullying and the bullied is very emotive.

### **Meeting parents**

We will:

- Identify the quickest and least threatening way of contacting the parents and as for the meeting, as far as possible, look to establish a comfortable and non- threatening climate.
- Deal with the emotions.
- Clarify the purpose of the meeting and if appropriate the involvement of other services
- Look for positive support
- Challenge the unacceptable behaviours and the responses to this without condemning the child.

The outcomes of the meeting will need to be clarified and recorded.

## **6.5 Sanctions**

Will include:

- Sanctions appropriate with the Behaviour Policy (see behaviour policy)
- Restorative approaches to allow individuals to discuss their feelings and solutions.
- Writing to and meeting with parents
- Removal of privileges
- Time in internal exclusion
- Exclusion (as a last resort, including permanent exclusion where appropriate.)

## **7.0 Monitoring and review**

**Monitoring** will take place regularly and will include

1. The quality of the educational provision
2. The number, nature and outcomes of incidents
3. Meetings with the school community – staff, parent association, School Council and Governor's

## **7.1 Review**



A brief report of the monitoring and the action plan will be produced at least annually and presented to the Governing body and the school council

**Should you wish to complain about dissatisfaction with our systems or a particular case then please follow our complaints procedure which can be found on our website or a copy can be requested from school. The procedure follows Sefton's policy.**

**Staff responsible:** Mrs E Fraser-Orr  
Date 21/01/22