POYNTON HIGH SCHOOL
ANTI-BULLYING POLICY

This policy has been reviewed with due regard to the governing body's statutory requirements under the Equality Act 2010.

"BULLYING IN ALL ITS FORMS IS UNACCEPTABLE AT POYNTON HIGH SCHOOL AND PERFORMING ARTS COLLEGE"

At Poynton High School and Performing Arts College we aim to provide a school environment where bullying is not tolerated and students feel safe to tell someone, whether another child or an adult, if they are being bullied.

Through the academic and welfare curriculum we aim to promote an anti-bullying message and strongly encourage tolerance, caring for each other and respect towards one another.

Definition of Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can take many forms including:

- **Physical** bullying which can include kicking, hitting, pushing and taking away belongings;
- **Verbal** bullying which includes name calling, mocking and making offensive comments;
- **Emotional** bullying which includes isolating an individual or spreading rumours about them;
- **Cyber-bullying** where technology is used to hurt an individual – for instance text messaging or posting messages/images on the internet or any form of social media
- **Racist** bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- **Sexist** bullying occurs when bullying is motivated by a prejudice against someone because of their gender
- **Homophobic/Biphobic** bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.
- **Transphobic** bullying occurs when bullying is motivated by a prejudice against people who are transgender
- **Disability** bullying occurs when bullying is motivated by a prejudice against people with any form of disability.

With the advance in new technologies, school is aware there is an increased risk of cyber bullying using e-mails, instant messenger, social networking sites, and public websites inappropriately. Poynton High School and Performing Arts College therefore has an ICT user's policy which all students and parents sign, along with a separate E-Safety policy.

Single incidents of verbal or physical attack and behaviour which is hurtful but claimed to be unintentional, will also be taken seriously and dealt with according to the school's behaviour policy.

Although bullying does occasionally take place at Poynton High School and Performing Arts College, we are fortunate that it is not a major issue. This is evidenced in our low behaviour data and student questionnaire results. Our success rate is high and that is a credit to the work of the Welfare Team and indeed all staff as Form Tutors and Subject Tutors. It is important that all staff agree with the above principles and follow the correct procedures.

Some warning signs that a student is being bullied

- Changes in academic performance
- Appears anxious
- Regularly feeling sick or unwell. Wanting to visit the nurse regularly.
- Reluctance to come to school.
- Clothes/bags torn or damaged.
- Money/possessions going missing.
- Unexplained cuts and bruises.
- Unexplained behaviour changes, e.g. moody, bad-tempered, tearful.
- Unhappiness.
- Loss of appetite. Not sleeping. Loss of weight
- Seen alone a lot
- Not very talkative

Some reasons why people bully

- Desire to appear powerful
- Unhappiness
- Feelings of inadequacy
- Difficulties at home.
- Learned behaviour (They too have been bullied)

Who students can talk to if they have any concerns about bullying

- Form Tutor
- Year Leader Welfare
- Year Leader Progress
- Teenage and Family Worker
- School Nurse
- Deputy Head Teacher Standards and Student Progress
- Or any teacher/support staff you feel comfortable talking to.
- Dedicated anti bullying advice e-mail on the schools website.
- The sixth form 1:1 peer support

Who can parents contact if they have any concerns about bullying?

- Form Tutor
- Year Leader Welfare
- Year Leader Progress
- Teenage and Family Worker
- School Nurse
- Deputy Head Teacher Standards and Student Progress
- Dedicated anti bullying advice e-mail on the schools website.

Poynton High School and Performing Arts College has also produced an anti-bullying advice leaflet for parents. The leaflet can be downloaded from the school website (In the parents section under student support) or given to students/parents via the Welfare Team

Anti-Bullying Strategies –All strategies used are recorded and reviewed by the Year Team

- Regular promotion of anti-bullying in assemblies.
- Use of CCTV within the school grounds to help with the prevention of bullying.
- A duty rota for staff so they patrol key areas before school, break, lunchtime and after school
- Annual questionnaires to research student views on how safe they feel in school
- Self-esteem and circle time work in the school's inclusion facilities
- Anti-bullying training for the Year Leaders Welfare
- PSHCE work on anti-bullying
- A special e-mail address to report any incidents of bullying
- A clear transition process to Poynton High School and Performing Arts College which promotes anti bullying.
- One to one counselling from a trained sixth form team available every lunchtime
- Strong teacher-student relationships so students feel comfortable in reporting any issues
- Information talks from the School Police Liaison Officer
- CEOP training for staff (Child exploitation online protection)
- Information leaflet for students and parents about E-Safety

Anti-Bullying Procedures.

All staff need to be clear and consistent in handling a bullying situation. Any victim of bullying must be confident in the adult with whom they confide and be reassured that appropriate action will not result in further problems both inside and outside school.

All cases of bullying are individual both in nature, and seriousness; however the following guidelines indicate the procedures staff will take when dealing with a reported case of bullying.

These guidelines are in line with the schools behaviour policy.

- Listen and talk to the student about the bullying to assess the seriousness of the allegations and to try to come to some agreed way forward with them.

- Try to talk through with them their fears of retaliation from the bullies and weigh up the balance between these fears and the alternative of the bullying being continued if nothing is done.

- Try to reassure them that we have a good success rate and that the bullying will probably stop.

See the offender and listen to what they have to say about what has gone on.

Once an instance of bullying has been substantiated, the aim will always be to resolve the problem quickly and effectively. If the bully accepts the injustice of their actions, a verbal warning is given and an explanation of why their behaviour is unacceptable. The warning is recorded on a behaviour slip and on the students' record.

For more serious cases, still interview both parties to hear both sides of the situation and when you are satisfied that there is a need for some discipline one of the following sanctions may be invoked:
- Isolation at break/lunchtime
- Mediation meetings
- Restorative meetings
- Withdrawal from lessons
- Internal exclusion
- Fixed term exclusion
- Involvement of external agencies

All action taken is recorded on SIMS. All more serious cases of bullying will be dealt with by a member of the Year Team in conjunction with their SLT link.

All bullying incidents are recorded on the whole school behaviour system, this system is regularly monitored and incidents analysed by the Deputy Head Teacher.

The Year Team carry out regular checks with all parties involved in an incident of bullying to check no further intervention is needed. By

Anti-Bullying Inclusion work by the Year Team and Teenage and Family Worker will form part of any plan of action for all parties involved.

REVIEW

Date of Policy:	March 2018
Review date:	The Policy will be reviewed in 3 years by our Student Leadership Team unless operating experience and/or changes in legislation require an earlier review.