

THE ELTON HIGH SCHOOL



ANTI-BULLYING POLICY

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Person responsible	Vicky Helme

INTRODUCTION

The Elton High School is committed to creating a caring, friendly environment in which to learn and work. Our vision is of a school where there is no bullying or unkindness and we aim to apply a 'zero-tolerance' approach to our management of bullying. We know that bullying does sometimes occur at the school but we are absolutely determined to eliminate it whenever we know about it. All members of our community are encouraged to challenge bullying and to seek help for themselves or others if they feel bullying is happening. We recognise that anyone can be a victim of bullying, irrespective of their age.

DEFINITION OF BULLYING

The Department for Education (DfE 2017) defines bullying as:

'Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally'.

Specific types of bullying are related to:

1. Race, religion or culture.
2. Special educational needs and disabilities.
3. Appearance or health conditions.
4. Sexual orientation.
5. Young carers or looked after children, or otherwise linked to home circumstances.
6. Sexist or sexual comments/behaviour.

We understand bullying to be the deliberate and persistent use of aggressive or unkind behaviour to hurt another person. It also implies an imbalance of power – the bully or bullies are older, or stronger, or larger, or more numerous, or more confident or more popular than their victim. Bullying behaviour can be verbal or physical or both and an increasing amount of bullying is happening through the use of technology, known as 'Cyber Bullying'.

The existence of bullying behaviour in a school not only represents a threat to the physical and emotional security of the individual but to the fundamental purpose of the school itself. All students have the right to attend school and feel safe and secure when engaged in any kind of educational activity on the school site. This entitlement is also applicable when travelling to and from school and when engaged in extra-curricular activities on or off the school site. The starting point for effective anti-

bullying strategies is the quality of the relationships in the school, between students and also between staff and students. These principles are equally applicable to relationships between staff and it is important for staff to promote positive behaviour and relationships with students.

The entitlement of all students to a safe and secure environment, free from bullying behaviour must be enshrined in the purposes of the school and are the expectations of student conduct. The school's proactive stance against bullying behaviour requires a high profile both in principle and practice. No form of "visible" bullying must be tolerated and the quality of relationships in the school should be such that "hidden" bullying behaviour can be reported with total security and confidence. The effectiveness of the anti-bullying policy is grounded in action to prevent or resolve bullying behaviour.

AIM

- to provide a safe and secure environment in which students can learn and develop and in which there is mutual respect and trust.

OBJECTIVES

- to clarify and uphold the behavioural expectations of the school such that no student feels threatened, physically or emotionally.
- to develop a trusting environment in which students feel able to confide their problems to an adult.
- to establish clear procedures to respond to the victim and the bully.
- to identify places and times where bullying may occur and to develop strategies to prevent this.
- to involve the whole staff, ancillary staff and students in identifying the problem.
- to support both the victim and the bully.
- to involve parents where appropriate.
- to provide situations where students can work together to understand and address the issues that bullying raises.
- to provide situations where students can identify and work together to identify effective anti-bullying strategies.

PLAN

In order to meet the stated objectives of the anti-bullying policy, staff and students at Elton High School strive to work to the following points:

Involve parents to ensure that they are clear that the school does not tolerate bullying and are aware of procedures to follow if they believe that their child is being bullied.

All parents have access to this anti-bullying policy and are updated through a series of Parent Guidance Evenings throughout the academic year. Parents feel confident that the school will take any complaint about bullying seriously and resolve the issue in a way that protects the child, and they reinforce the value of good behaviour at home.

Maintain the involvement of students. All students understand the school's approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders. Anti-bullying topics are promoted through the curriculum, assemblies and form-time activities.

Regularly evaluate and update the school policy to take account of developments in technology, for instance updating 'acceptable use' policies for computers.

Implement disciplinary sanctions. The consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable. Sanctions are directed by the Assistant Headteacher (Pastoral) with the additional support of the Deputy Headteacher or Headteacher as necessary.

Openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality. Schools can also teach children that using any prejudice based language is unacceptable. Such content is taught within assemblies, Religious Studies and Student Development Day PSHE sessions.

Use specific organisations or resources for help with particular problems. Schools can draw on the experience and expertise of anti-bullying organisations with a proven track record and/or specialised expertise in dealing with certain forms of bullying. Members of the Student Support Team work with students to provide support. If needed, we also involve representatives from Bury LA.

Provide effective staff training. Anti-Bullying policies are most effective when all school staff understand the principles and purpose of the school's policy, its legal responsibilities regarding bullying, how to resolve problems, and where to seek support. Schools can invest in specialised skills to help their staff understand the needs of their students, including those with Special Education Needs and/or disability (SEND) and Lesbian, Gay, Bisexual and Transgender (LGB&T) students.

Work with wider community such as the police and children’s services where bullying is particularly serious or persistent and where a criminal offence may have been committed. At Elton we liaise closely with the Police Community Support Officers and utilise their advice as necessary to manage any areas of conflict.

Make it easy for students to report bullying so that they are assured that they will be listened to and incidents will be acted on. Students should feel that they can report bullying which may have occurred outside of school including cyberbullying. All students are made aware of the “BullyBuster” logging system whereby incidents can be reported discreetly and directly to the Student Support Team. In addition, the pastoral system is based upon providing a supportive framework in which students feel able to confide in their form tutor or pastoral leader.

Create an inclusive environment. At Elton we aim to promote a safe environment where students can openly discuss the cause of any bullying, without fear of further bullying or discrimination.

Celebrate success. Celebrating success is an important way of creating a positive school ethos around the issue. As documented in the school pastoral and rewards policy, celebrating success is a fundamental aspect to life at Elton.