



BYRCHALL HIGH SCHOOL

Anti-Bullying Policy

Rationale

Bullying is:

Any intentionally verbal or physical action, against an individual or group of individuals by an individual or group, which is intended to cause distress or harm. It is often repeated over a period of time.

Bullying can be:

- ❖ Physical - pushing, kicking, pinching
- ❖ Verbal - name calling, rumours, threats
- ❖ Emotional - excluding, tormenting, ridicule
- ❖ Racist - taunts, gestures
- ❖ Sexual - unwanted physical contact, abusive comments
- ❖ Online/Cyber - hate websites, texts, e-mails, Facebook
- ❖ Homophobic – behaviour motivated by prejudice against lesbian, gay, transgender or bisexual people.

Students should not expect that bullying is part of school life and all students are encouraged to be pro-active in reducing incidents of bullying (bystander intervention). We want all the students in school to be responsible for their own and each others behaviour.

To ensure we deal with bullying effectively at Byrchall High School we need :-

- To establish an ethos where students and parents challenge the inevitability of bullying.
- To develop a positive approach to building a sociable atmosphere and confident relationships within school.
- To have a policy that is backed by the commitment of all staff to keep the level of attention high on a daily basis, rather than when issues arise.
- To ensure guidance and training is provided to raise staff and student awareness of issues surrounding bullying.
- To raise awareness of students' views in relation to bullying and dedicate curriculum or tutorial time to it.
- To establish effective routines in relation to the setting up of safe areas in school and provide close supervision at the start, during lunchtimes and at the end of the school day.
- To establish procedures for the reporting and investigating of bullying, including communication with parents / recording of incidents so that analysis of patterns can inform policy and practice.
- To ensure there is effective follow-up action to ensure that the confidence of victims is restored and that bullying does not reoccur.
- To promote the use of positive peer pressure by the involvement of students in peer support schemes.

Guidelines for effective practice

- Provide a range of means by which students can report incidents of bullying including an anonymous reporting system.
- Ensure that such reports are effectively recorded using the agreed paperwork.
- Take effective action to investigate and intervene as necessary on each reported incident of bullying.
- Ensure that once the intervention has occurred, the effectiveness of this intervention is reviewed with those students involved.
- Staff are to give bullying a high priority on a day-to-day basis through, for example, through form activities and assemblies.
- There is a range of support available to students who may be experiencing bullying.