

Principles

All students have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, harass, degrade or abuse them.

There is no justification for bullying behaviour.

Bullying behaviour is a problem for both the bully and the victim and should be addressed in positive and constructive ways which provide opportunities for growth and development for the bully and victim alike.

Effective management of bullying is a shared responsibility and strategies should involve school staff, parents/carers and other professionals involved with students who are the victims or perpetrators of bullying behaviour.

Best outcomes follow when the school can work with parents to address concerns about bullying behaviour and victimisation.

Definition

Bullying is: Behaviour by a person or a group intended or perceived to cause hurt, pain, suffering, humiliation or degradation to another person or group, which includes racism *, sexism, students with physical disabilities; students with SEN; children in care, homophobia, transgender students, cyber bullying and bullying due to "race, religion and culture". Bullying behaviour may be direct or indirect. Direct forms include physical violence and threats; verbal assaults and taunts; the destruction of property; extortion; unwanted sexual interest or contact. Examples of indirect forms of bullying include ignoring and the withdrawal of friendship; excluding; malicious gossip and spreading rumour; abusive or oppressive graffiti.

* Incidents of bullying with racist content or motivation should be recorded in line with Wirral LA guidelines

Scope

The school is legally responsible for incidents of bullying which occur on school premises. It is also concerned about students' conduct and welfare outside school and will address issues that come to light from other sources.

☒ If there are more general concerns about students' safety outside school then the local police

may be contacted and their help sought in making the area around the school premises more secure. If concerns arise in relation to school transport then the issue may be raised with the transport companies and their help sought in dealing with the problem.

☒ If information is received that a student is being bullied by a sibling outside school this will initially be discussed with the parents. If concerns persist then the matter will be referred to the Community Services Department (see Child Protection Procedures).

☒ If students are being bullied by students of another school the Head of that school will be informed and asked to deal with the matter.

Aims and Objectives

Emphasise to staff, students and their parents and carers the school's zero-tolerance attitude towards bullying behaviour; be proactive in the prevention of bullying; make students, parents/carers and staff aware of what steps take place when an incident of bullying has occurred. To eliminate intimidating behaviour and promote a school ethos in which each student is safe and able to realise his/her full potential.

To address the problem of bullying and to bring it under control through the implementation of whole-school policy and procedures.

To reassure parents and carers that the school takes their children's welfare seriously and that they are being educated in a safe and secure environment.

To record accurately all incidents of bullying and to monitor the effectiveness of strategies for bringing it under control.

Prevention

The school has a zero-tolerance attitude to bullying. It is best prevented through the development of a school ethos based on mutual respect, fairness and equality. All staff have a responsibility for dealing with this

problem. Students will have their awareness of the issue raised at a number of levels (see below) and be informed of the school's expectations about the unacceptability of bullying and what to do if they experience or are aware of bullying by others. Note: Bullying of students by staff comes under the school's disciplinary procedure for employees.

The issue of bullying will be raised with students at a number of levels including:

☒ At whole-school level – through assemblies when students will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place. This issue will be raised regularly when the whole school will be informed of the progress of the anti-bullying policy and any changes which may be introduced.

☒ At classroom level – during form periods, tutorial groups, PSHE.

There are particular times when students may be more vulnerable to bullying, such as lunch and break times and the beginning and end of the school day. Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents.

There are locations about the school in which incidents or bullying are more likely to occur and again arrangements will be made to ensure that these are properly supervised or students will be forbidden access to these areas.

Students will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated.

If parents believe their child is bullying others, this information should be shared with school so that the problem can be addressed and a plan agreed to prevent further incidents and the bullying student helped to change his/her behaviour.

Parental Involvement

The school recognises the important part parents/carers play in supporting their children and promoting change. The school welcomes the active involvement of parents (of both victim and bully) in bringing this

problem under control. Parents/carers will be kept informed of any concerns the school has about their children in relation to this issue.

Implementation

All staff are responsible for the rigorous application of this policy and ensuring that the incidents falling within the school's definition are properly recorded. All students need to be aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

Monitoring/Evaluation

The Assistant Head teacher (Pastoral) is responsible for monitoring incidents of bullying, and reporting to the Parents & Pupils Governors' Committee. Senior staff and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any ongoing concerns. These will be shared with staff, parents/carers and students.

Dealing with Racist Incidents

"We define a racist incident as any incident perceived to be racist by the victim or any other person."
MacPherson Report 2000

AIMS TO ELIMINATE RACIST INCIDENTS

- ☑ All students and staff have the right to be treated with courtesy and politeness.
- ☑ No students or members of staff should ever feel threatened by another person's behaviour.
- ☑ Any reported incident will be taken seriously and dealt with.

Victims of racism

- ☑ Can expect to have the matter followed up and dealt with.
- ☑ Can expect staff to listen sympathetically and privately.
- ☑ Can expect support and protection until the problem is solved.
- ☑ Victims of racism are encouraged to tell and keep telling.

Those exhibiting racist behaviour

- ☑ Can expect to have the matter followed up and dealt with.
- ☑ Will be helped to understand why their behaviour is unacceptable and change their attitude.
- ☑ Can expect their parents may be involved in deciding any appropriate action.

In addition the school will systematically:

- ☑ Check for racist graffiti and ensure its prompt removal.
- ☑ Remove all forms of racist literature and materials.

Guidance on what constitutes types of racist behaviour (this list is not exhaustive)

Provocative Behaviour

- ☑ Incitement of others to behave in a racist way.
- ☑ The wearing of racist badges or insignia.
- ☑ Racist comments in the course of discussion in lessons.

Violence

- ☑ Physical assault against a person or group because of their colour, race and/or ethnicity.

Verbal Abuse

- ☑ Verbal abuse and threats.
- ☑ Derogatory name-calling, insults, racist jokes and language.
- ☑ Ridicule of an individual for cultural or religious differences, e.g. food, music, dress, worship

patterns.

Graffiti

- ☒ Racist graffiti.
- ☒ Possession/distribution of racist material
- ☒ Bringing racist materials such as leaflets, comics, magazines or computer software into school.
- ☒ Using the school's computer systems to access and distribute any racist materials.

Other

- ☒ Attempts to recruit other students to racist organizations and groups.
- ☒ Refusal to co-operate with other students because of their race.

Monitoring and Recording Racist Incidents

The Assistant Head teacher (Pastoral) is responsible for monitoring racist incidents and reporting to the LA and Governing Body.

- ☒ Incident forms are monitored every half term and a report compiled and fed back to staff.
- ☒ Racist incidents are recorded on the LA racist incident form and sent to the Director of Education.
- ☒ A Report is made annually to the Parents and Pupils Governors' Committee.