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ANTI BULLYING POLICY

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ANTI BULLYING POLICY

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PARRENTHORN HIGH SCHOOL
ANTI BULLYING POLICY

1. MISSION STATEMENT

Parrenthorn High School is a popular school, valued by its local community. We provide each of our pupils with the opportunity to fulfil their full potential in a caring and supportive environment where high quality teaching and learning can take place ensuring success for all our pupils. We maintain positive links with the wider community and promote in our pupils self-esteem, an appreciation of rights and a willingness to accept responsibilities.

2. STATEMENT OF INTENTS

Parrenthorn High School is committed to providing a caring and safe environment for all pupils so that they can learn in a secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils should feel able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell the staff.

3. WHAT IS BULLYING

Bullying is aggressive or insulting behaviour by an individual or group, often repeated over a period of time, which hurts or harms.

Examples of bullying can be:

Verbal	Name calling, sarcasm, spreading rumours, teasing
Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures etc)
Physical	Pushing, kicking, hitting, punching or any form of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact, sexually abusive comments
Homophobic	Homophobic remarks and negative use of words
Cyber	All areas of the internet, such as email, internet chat room and social networking sites misuse. Mobile phone threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.

3. PROCEDURES (TO TEACHERS)

➤ **What to do if you think a pupil is being bullied.**

Encourage the pupil to talk about his/her experiences. It may help the pupil just to be aware that someone else knows. It is important that we create an atmosphere in the school where pupils who are being bullied or others who know about it, feel they will be listened to and believed and that action taken will be swift but sensitive to their concerns.

➤ **What to do if a pupil complains of being bullied.**

- Get a complete account of the incident or incidents. Are there friends, classmates or witnesses who can verify any accounts?
- Get a written statement from the pupil(s).
- If you can identify the bullies as other pupils from the school, talk to your Head of Department or Line Manager.
- The bullies should be spoken to regarding the complaint. An informal warning may be sufficient.
- The Head of Year must be informed as to what has happened.
- The pupil's Head of Year will arrange for a member of staff, chosen by the pupil either being bullied or at risk of being bullied, to offer support on a continual basis until such time as the pupils and his/her parent are satisfied that conditions have returned to normal.
- It may be appropriate to get the bullies and victims together to give their respective accounts and propose/agree to a solution – propose that sorting out the problem internally as individuals is preferable to the following scenarios:
 - Further sanctions (detention, exclusion)
 - A written record on pupil's file (affecting future references)
 - Contacting the police (if the incident is serious)
- Parents of both parties should be informed what has happened and how it was dealt with. It is vital that everything that happens is recorded in a clear factual way.
- It is important to conduct separate follow-up meetings with the victim and bully to ensure that the problems have been sorted out.
- All reports of bullying will be logged and reported to LA

➤ **What to do if you see a pupil being bullied. Confronting Bullies.**

- Challenge the pupils' response – recording names and tutor groups.
- Record the incident in writing.
- Depending on the nature of the incident it may be necessary to call a Head of Year or a member of the Leadership Team who will follow the procedures outlined in the policy.
- Arrange for a meeting to discuss the incident – pointing out possible scenarios.
 - Further sanctions (detention, exclusion)
 - A written record on pupil's school file (affecting future references)
 - Contacting the police (if the incident is serious)

The meeting may involve pupils (bullies and victims) and any such staff as may be considered appropriate – Form Tutor, Head of Department, Subject Co-ordinator, Parents, and School.

- A follow-up meeting with the victim must take place to ensure that the situation has been resolved and that the pupil knows he or she is supported by the school.
- A follow-up meeting with the bully must take place to ensure that the pupil is supported in modifying his or her behaviour. Targets may be set and progress towards them reviewed. Support for the bully may involve referral to another agency.

➤ **Possible signs that a pupil is being bullied.**

- A pupil may appear unusually withdrawn and uncommunicative.
- He or she may be unable to concentrate in class.
- His or her behaviour may change e.g. a pupil's participation in school and other activities may be lowered.
- He or she may experience psychosomatic complaints.
- He or she may have unexplained cuts/bruises – or give unconvincing explanations.
- There may be unaccountable and repeatable damage or loss to bags, books, equipment and money.
- There may be an intermittent and long term absences from school.
- A pupil may truant from school.

➤ **Self help and peer/prefect support strategies.**

The following strategies should be discussed with all pupils by Form Tutors.

Preventative measures:-

- Curriculum work can enhance the policy in two ways:
 1. By dealing with the topic of bullying in a way which explores why it happens and gives alternative ways of behaving and dealing with difficulties.
 2. By using teaching methods which encourages cooperative work and a variety of groupings so that pupils extend their relationships beyond a small group of friends.
- Co-operative group work
- Anti-bullying week
- Circle time
- Befriending and buddies
- Mediation by adults/peers
- Peer counselling
- Pupils are reminded of our policy regularly through curriculum focus, assemblies and through the display of a summary policy poster at various points around school

Preventative Strategies that will be employed include:-

- Assemblies
- PSHE days
- Circle time

- Newsletters
- Displays/posters
- High profile response to bullying
- School Council meetings
- Mentoring/buddying
- Anti-bullying weeks
- E-Safety weeks – Assemblies and form time

Additional Support at Parrenthorn High School:-

- Counselling service
- Head of Year
- Pastoral Manager
- Peer Mentors
- Community Police Officer
- PHSE curriculum
- Tutor time
- Support for victim
- Class form teacher/pastoral staff
- Circle of friends
- Learning mentor/classroom assistant
- School attendance officer
- School Nurse
- You worker (Leadership Spirit)
- Sanctions for perpetrator
- Local authority anti-bullying co-ordinator

PARRENTHORN HIGH SCHOOL

ANTI BULLYING POLICY FOR PUPILS

1. WHAT TO DO IF YOU ARE BEING BULLIED

- Find a member of staff that you can talk to. This member of staff will probably be able to help but remember that if you want the matter to remain confidential then the teacher may not be able to help.
- Talk to Peer Supporters, Prefects or Head Boy/Head Girl. You can talk to them in confidence.
- Tell a parent.
- Tell a friend who you can trust.
- Tell anyone that you feel you can trust.

2. STEPS TO TACKLE BULLIES

- Give as complete an account as you can of what has happened to you.
- Are there friends, classmates or witnesses who can back up your story?
- You may have to give a written account of what has happened to you. Try to get a written statement from witnesses.
- Peer Supporters and Prefects can talk to bullies about why they bully.

3. WHAT YOU DO IF YOU SEE A PUPIL BEING BULLIED

- Find a member of staff, or a Prefect, and tell them exactly what has happened.
- Challenge the pupils responsible if you feel that you are able.
- Record the names and tutor groups of the bullies.

4. POSSIBLE SIGNS THAT A PERSON IS BEING BULLIED

- A pupil may appear to be unusually withdrawn or quiet.
- He or she may be unable to concentrate in class.
- His or her behaviour may change.
- He or she may have unexplained cuts and bruises or give unconvincing explanations for these.
- He or she may be staying off school.