



Pendle Community High School & College

Anti-Bullying Policy – January 2021

This policy outlines how Pendle Community High School and College addresses issues of bullying. It has been drawn up through the involvement of the whole school community. We are committed to maintaining a happy, safe, positive and calm learning environment and culture of positive pupil behaviour.

This policy reinforces our core expectations and underpin our values; namely that in our school and college community, we care for and respect: ourselves, other people and our environment and always try our best. In addition pupils have:

- A strong sense of community – i.e. mutually beneficial relationships and positive attitudes, values and beliefs, which facilitate strong self-discipline and responsible citizens, who in turn value and can co-operate with others.
- An emotional literate and solution-focussed organisation which fosters positive and desired behaviours, including how to effectively manage conflict and repair harm.
- A restorative culture i.e. working 'with' students to effect change rather than doing 'to' them.
- A personalised approach to negative behaviour i.e. support will always be designed around individual needs and a functional analysis of behaviours presented, which is subsequently well-planned, implemented, monitored and analysed at various levels and in different ways across school and college.

This policy should be read in conjunction with the Positive Relationships, Behaviour and SEMH policy, Safeguarding and Child Protection policy, On Line Safety policy and Promoting Positive Wellbeing and Mental Health Policy.

Definition

Bullying is 'Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally'. ('Preventing and Tackling Bullying', DFE March 2014). Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (online bullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and

social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

Aims and objectives

Bullying is wrong and damages individual children. We prevent it, by maintaining a school ethos which reinforces our core expectations and underpin our values; namely that in our school and college community we care for and respect: ourselves, other people and our environment and always try our best and where bullying is regarded as unacceptable. We aim, as a school, to maintain a positive, safe and secure environment where all can learn without anxiety.

This policy identifies a consistent school response to any bullying incidents that may occur.

Forms of Bullying

Bullying can happen to anyone. This policy covers all types of bullying including: bullying related to race, religion or culture, to SEND (Special Educational Needs or Disability). Bullying related to appearance or physical/mental health conditions, sexual orientation (homophobic bullying). Bullying of young carers, children in care or otherwise related to home circumstances, sexist, sexual and transphobic bullying. Bullying via technology –Online bullying.

The role of governors

The governing body supports the school's commitment to maintaining our positive culture and our values which reinforce our core expectations that, in our school and college community we care for and respect: ourselves, other people and our environment and always try our best.

The role of the Headteacher

It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy.

The role of staff

Staff at PCHS &C regard all forms of bullying as serious and intervene to prevent incidents from taking place. They report any issues to a member of SLT9. Incidents are recorded on the Onwards and Upwards management information system along with details of the actions taken to address the issues. All staff follow statutory Guidance Keeping Children Safe in Education September 2020 and Guidance for Safer Working Practice May 2019 and the addendum April 2020.

Involvement of Pupils

We regularly canvas children and young people's views on the extent and nature of bullying. We ensure that all pupils know how to express worries and anxieties about bullying including the use of the Whisper report button on the website and through regular 'check in' and 'check out' circles in form time, as part of our restorative practice and principles. We involve pupils in assemblies, anti-bullying campaigns such as during national Anti – Bullying week and Safer Internet day. Anti – bullying issues are addressed within the PSHE curriculum.

The role of Parents and Carers

Parents and carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the school. Parents and carers share responsibility with us, to support the school's commitment to maintaining our positive culture which reinforce our core expectations and underpin our values that, in our school and college community we care for and respect: ourselves, other people and our environment and always try our best.

Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal law. These may include:

- The Equality Act 2010
- The Children Act 1989

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: 'Preventing and Tackling Bullying. Advice for Headteachers, staff and governing bodies', and 'Supporting children and young people who are bullied: advice for schools' March 2014:
<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: 'No health without mental health':
<https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Education for a Connected world – UK Council for Child Internet safety February 2018
- Mental Health and Behaviour in Schools Department for Education. non-statutory guidance November 2018
- Teaching Online Safety in School June 2019 Department for Education. non-statutory guidance

- NSPCC: www.nspcc.org.uk
- NDCS: www.ndcs.org.uk

On Line bullying

- Childnet International: www.childnet.com
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

SEND

- DfE: SEND code of practice:
<https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Policy approved by Governors: 11th February 2021

Review date: January 2022



Signed: _____
(Chair of Governors)



Signed: _____
(Headteacher)