

WEST LANCASHIRE COMMUNITY HIGH SCHOOL

POLICY IN RELATION TO BULLYING BEHAVIOUR

This policy should be read in conjunction with the school policy on Behaviour and Discipline.

Premises

Within West Lancashire Community High School children are encouraged to develop a positive self-concept which will give them as much confidence as possible to deal with problems and events as they may occur. They should develop a capacity to have relationships with peers and adults which include empathy, cooperation, care and respect for others. Pupils should feel cared for and secure in an environment where they are given the opportunity to learn and to thrive.

What is bullying?

There are many definitions of bullying, however, it has been noted that they tend to have three things in common:

- It is deliberately hurtful behaviour
- It is repeated often over a period of time
- It is difficult for those being bullied to defend themselves.

Bullying can take many forms but three main types are:

- Physical – hitting, kicking, taking belongings
- Verbal – name-calling, insulting, racist remarks, homo-phobic comments
- Indirect – spreading nasty stories about someone, excluding someone from social groups. This includes inappropriate use of social media and technology based resources.

Bullying may be distinguished from other forms of aggression in that it involves the dominance of one pupil by another, or a group of others, it is pre-meditated and usually forms a pattern of behaviour rather than an isolated incident. Many pupils experience bullying at some point. The fact that incidents have not been reported to staff does not mean they are not happening. Bullying or other forms of harassment can make pupil's lives unhappy, can hinder their academic progress and can sometimes push otherwise studious children into truancy.

Taking action

School staff must act – and importantly be seen to act – firmly against bullying wherever and whenever it appears. Children should actively be encouraged

and constantly reminded that they should tell a member of staff whenever they feel that they are being victimised for whatever reason. Members of staff should:

- Investigate claims thoroughly. Failure to respond to incidents may be interpreted as condoning the behaviour
- Report incidents through the systems identified in the school “Care and Control Policy”
- Discuss bullying issues within the Personal, Social and Health Education Programme
- Nurture Program introduced in Jan 2013 which provides the opportunity for pupils to share concerns and worries across a range of personal and social issues including aspects of bullying. In addition to this, pupils are encouraged to share interests, to interact appropriately with each other and to work together on given practical tasks.
- Pupils across the key stages take part in structured practical tasks and activities relating to a range of issues re. Bullying through the SEAL programme.
- The school has a reporting system for welfare incidents which may include incidents involving bullying. The forms are monitored daily by the Headteacher.
- During the less structured times of the school day (breaktimes, lunchtimes etc.), involve and encourage pupils to play and interact constructively
- Share information with each other in order that patterns of behaviour can be identified
- Involve parents – explain what is happening – where parents report, report back to parents as soon as possible.

Establishing a policy for addressing bullying behaviour is important to the well being of the pupils of the school. However, it is the way in which the policy is developed which will make it effective. Accordingly, this policy will be reviewed regularly in consultation with the staff and the Governing Body.

Reviewed Summer 2016
Next review Spring 2018