



Perschore High School

ANTI-BULLYING POLICY

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Pershore High School fully recognises its responsibilities for safeguarding children. This policy is to be read in conjunction with the Safeguarding Children Policy which includes further detail child-on-child abuse, cyberbullying and sexual harassment and the Child on Child Abuse policy. Students have contributed to this policy which will be reviewed annually.

1. Aim

The aim of this policy is to ensure that a safe and caring climate is maintained for all students within school. This policy seeks to offer guidelines for all staff of Pershore High School so that incidents of bullying are dealt with in a positive, sympathetic and consistent fashion.

We will not accept bullying at Pershore High School and any form of bullying by anyone at any time is unacceptable and will be dealt with in line with this policy. We foster a climate where kindness and respect are the norm and our students understand their collective duty to report any bullying.

Points of principle

- This policy is available to everyone connected with the school – students, staff, parents and governors.
- The adults in school are role models for students. The way we treat young people affects the way they treat each other. Aggression of any kind or undermining comments have a definite influence in promoting bullying.
- Bullies should be dealt with promptly, firmly but fairly – aggression will serve only to condone and reinforce the behaviour of young people generally characterised by a strong wish to dominate others. We also recognise that bullies will also need support and intervention following an incident.
- All adults should be sympathetic to the anxiety and insecurity of victims of bullying or harassment. Victims are often cautious, sensitive and quiet, with a smaller group of friends, a group which is often considered less influential with the peer group. To tell a student being bullied to ‘get on with it’ or ‘stop complaining’ ignores very real feelings of anxiety, fear and of being undermined.
- All staff are asked to be alert to possible signs of distress in students, such as sporadic attendance, a sudden deterioration in the quality of work, disinterest in lessons, increasing isolation or a desire to hang around teachers. Similarly, parents may notice that a child becomes unwilling to attend school, stops eating, has money or possessions go ‘missing’, and comes home regularly with clothes or books damaged.
- In this context, all staff should be aware of the needs of our most vulnerable students and students with special educational needs.

2. Definition

There is no legal definition of bullying, however our definition is informed by [Preventing and Tackling Bullying](#) (DfE, July 2017). Bullying is: **Repetitive intentional** hurting of one person or a group, where the relationship involves an **imbalance or power**. Bullying can be physical, verbal or psychological. It can happen face-to-face or online. Keeping Children Safe in Education 2025 (KCSIE) categorises bullying as child-on-child abuse and is clear that it should never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”.

At Pershore High School we appreciate that acts of bullying can be very complex with a range of roles involved, the terminology used can be seen in the appendix alongside a brief description of these roles.

Bullying is often motivated by prejudice against particular groups or as a result of actual or perceived differences, for example;

- Race
- Religion
- Sex
- Sexual orientation
- Because a child is in care
- Special education needs

The following are protected characteristics and our role in school is to ensure that students are protected from discrimination in relation to these both in-person and online. The protected characteristics are;

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Acts of bullying can take many forms, including but not limited to;

- verbal or written communication
- Name-calling, taunting and mocking
- Making offensive comments
- Making threats
- Pressuring to hand over money or possessions
- Hitting, kicking and pushing
- Damaging or taking possessions

- Spreading hurtful or untruthful rumours
- Excluding or isolating
- Producing offensive graffiti
- Gossiping
- Using text, e-mail or social media to say or write hurtful things (cyberbullying)
- Dead naming
- Suggestive comments/ actions

It is important to note that stopping violence and ensuring immediate physical safety is our first priority but emotional bullying can be more damaging than physical.

Where bullying occurs outside of school and is reported to school staff, it will be investigation and acted on. The Headteacher will also consider whether it is appropriate to notify the police, if the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Cyberbullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside of school. Cyberbullying is bullying via electronic means. This could be via a smart phone, computer, laptop, tablet or online gaming platform. It can take place on a range of online or mobile services, such as text, email, social networking sites, video-hosting sites, messenger, photo sharing services, chat, webcams, visual learning environments and online games. It can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content. Schools have wider search powers included in the Education Act 2011 to give teachers stronger powers to tackle cyberbullying by providing a specific power to search for and, if necessary, delete inappropriate images (of files) on electronic devices including mobile phones.

3. Anti-bullying Ethos

Pershore High School promotes a '**telling**' school ethos, where students feel able to share concerns around bullying. It is important that we work together as a school community to create an atmosphere of trust. Students who are classed as targets must know that their concerns will be taken seriously and recognise that investigations take time.

We must make it as easy as possible for students to report bullying and our online student 'Worry Box' provides students with an opportunity to report anonymously. Students must understand their reports and concerns may result in a number of different outcomes.

We educate students through PSHE lessons, assemblies and through our tutor time WISER Programme:

- Be Well
- Be Inclusive

- Be Safe
- Be Engaged
- Be Ready

Everyone at Pershore High School has a responsibility to ensure we live by our PHS Values; Think Big, Work Hard and Be Kind. We work hard to create a safe and positive atmosphere around school. Our responsibilities include;

- Promoting an open and honest ethos that ensures all members of our school community understand our stance on bullying
- Ensure all staff model positive behaviours and demonstrate our PHS values
- Ensure we all treat each other with respect at all times
- Do nothing that could be construed as bullying
- Do nothing that could support bullying, this includes relaying distressing messages, relaying threats, laughing at bullying, watching or enticing a fight.
- Report to an appropriate person when we witness any behaviour which we feel may escalate into bullying
- Engage in the review and development of our anti-bullying approach
- Engage with data and records of bullying to see how our school environment could be improved.

4. How to deal with bullying

Students are well supported at PHS and we ensure that they know who to speak to if they have any concern. Each year at the start of the Autumn Term, we will remind students to take the following action if they feel they are being bullied;

- If you are able, let the perpetrator know you do not like what is happening and ask them to stop.
- If the bullying does not stop, tell someone in school who will initiate action to resolve the problem.
- If they do not feel able to speak to a member of staff, students are encouraged to use our online 'Worry Box' which can be accessed via the school website.
- If you witness any bullying behaviour, make sure you report it so that staff can support the victim and the bully in school.

5. Who to Tell

Teaching and Support Staff

Every member of staff receives annual training on bullying and understands their duty to report it using our online safeguarding system (CPOMS).

Form Tutor

Every child is placed in a year-based tutor group and they see their tutor for both morning registration(8.50am-9.00am) and afternoon registration (2.00-2.20pm). Our structured, taught tutor-time programme (WISER) provides all students with information around bullying, the warning signs and what to do if they have any concerns. Form tutors regularly communicate with Phase Leads and parents/carers.

Phase Leads

Each phase has an allocated office base and students can access this for support at various times during the school day. Each phase has a pastoral support worker, who has allocated time to support students and provide interventions where necessary. The Phase Team will actively support any investigations.

SENDI Team (SEND and Inclusion)

Support from the Sendi Team is allocated through our SPA process (Single Point of Access). Any member of staff can make a referral into SPA, identifying a concern and requesting support. This includes support for any victims or perpetrators of bullying. We have staff trained in trauma and a variety of additional needs, this enables our support to be bespoke to the needs of each individual.

DSL and Safeguarding Team

Our DSL monitors our safeguarding system (CPOMS), responds to any concerns, including any allegations of bullying. The safeguarding team will liaise with any external agencies, parents/carers, students and staff in school to ensure concerns are dealt with promptly and effectively.

Leadership Team

There is a member of our Leadership on duty each day to respond to any existing or emerging concerns, including incidents of bullying. They will co-ordinate any investigation and ensure students access the relevant support.

6. How will PSH respond?

Staff and adults in school will make sure all concerns around bullying are logged on our safeguarding system (CPOMS). They should make sure the victim feels safe and refer them to pastoral team, the phase lead or the senior leader on duty if they need support.

To ensure that all incidents are dealt with fairly, evidence will be gathered in order to establish what has happened and who has been impacted.

Where incidents that happen outside of school are having a detrimental effect on the life of students in school, we will investigate and, in conjunction with parents/carers, external agencies and the local police, take appropriate action.

7. Engaging with Parents and Carers

We will believe it is important for our school to work with parents/carers to help them to understand our approach to bullying and to engage promptly with them when an issue of bullying is brought to our attention. This is equally important whether their child is the victim or the alleged perpetrator. We will work to ensure that parents/carers are made aware of how to work with us on bullying and how they can seek help if a problem is not resolved. Some parents may need specific support to help deal with their child's

behaviour. Where our school identifies that this is the case, we will initially provide support ourselves or signpost the parents/carers to appropriate channels of help.

We will:

- Ensure key information (including policies and named points of contact) about bullying is available to parents/carers
- Ensure all parents/carers know who to contact if they are worried about bullying
- Ensure all parents/carers know about our complaints procedure and how to use it
- Ensure all parents/carers know where to access independent advice about bullying
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils both on and offline.

8. How Will PHS Monitor

Pastoral staff and form tutors will try to check in with students who have experienced bullying and they can be contacted by parents if they have any ongoing concerns. The outcome of any investigation will be communicated to parents/carers, but they must understand that senior leaders have other demands on their time and may not be able to respond immediately. It is important to note that the sanctions outlined in our Behaviour for Learning Policy will be used as appropriate, we are unable to take action if incidents of bullying are not reported to us.

9. Teaching at PHS

Our PSHE, RSE programme also aim to educate students on a range of matters around bullying behaviours. The full details can be found on the Pershore High School Website. Our WISER Tutor Time Programme also provides age-appropriate learning around bullying, its impact and ways in which it can be addressed. Bullying is also covered in our annual assembly programme.

10. 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/nohealth-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

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

LGBT

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice:
<https://www.gov.uk/government/publications/send-code-ofpractice-0-to-25>

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational