



Anti-bullying Policy

This policy involves all in the school community and has been designed in conjunction with the School Council who work with young people, students, parents, teachers, support staff, technical staff and governors. Christopher Whitehead is a school where bullying is not tolerated, is reported and 'tackled' at the earliest opportunity. The safeguarding of all children and adults who attend Christopher Whitehead is our priority.

For the purposes of this policy, the definition of 'bully' is someone who habitually seeks to harm or intimidate those who they may perceive as vulnerable. Repetitive, intentional hurting of one person or a group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face to face or online. One off incidents can be distressing but do not make someone a bully.

We therefore endeavour to teach everyone that bullying cannot occur, will not thrive and that there are clear, consistent systems to tackle and record incidents of bullying. These are:

For Students

- Extensive scheme of work to discuss and develop life skills, whether it be through prescribed Values and Ethics lessons or schemes of work in subjects such as English, RS, humanities etc.
- Clear, widely published rules / expectations, i.e. student planner; incorporating home school agreement / right and responsibilities / class rules / signage.
- Daily guidance time with a Learning Mentor is a key time to discuss concerns, organise work and develop teamwork, develop peer support controlled interaction between year groups.

Where incidents of bullying may have occurred, students are encouraged to openly discuss concerns with their Learning Mentor, Head of House or a member of staff they feel comfortable talking to. Staff are reminded that we are a 'telling' school and concerns / bullying needs to be tackled and recorded via email or a behaviour slip. For in lesson concerns, first response, first call or even exclusion are utilised to record concerns. All concerns need to be passed to the Head of House in the first instance.

For Parents / Students

Familiarisation of our rules and expectations which are clearly explained in our Year 6 open evenings and transition evenings, reinforced by our documentation, available on our website and published in the student planner, prospectus and newsletters etc. Our rules and expectations are constantly evaluated with parental comments welcomed and acted upon via independent annual questionnaires, parental feedback questionnaires at selected evenings and work with our pastoral team. Parents are expected not to become imbroiled in social media communication, to try to sort it out or threaten students or staff. Parents need to understand that they can be perceived as bullies and that no member of staff comes to work to be threatened or made to feel uncomfortable. Parents can express a preference to speak to staff but cannot refuse to engage with the school or its staff.

For Staff / Governors

- We believe we have the ethos of being a ‘telling’ school, one where students come forward and tell a trusted member of staff that they are being bullied.
- Annual CPD tackles the latest concerns, ensures staff are reminded of the key systems / policies and ensure that all staff recognise that it is essential that concern is offered, details are collected and where possible immediate action is started. To do nothing is not acceptable. All staff and governors are trained annually in recognising what bullying is and the policies and procedures to follow. Trends of incidents are recorded and evaluated, with exclusion data reported at each full governing body meeting.
- Departments have a first response person to support all lessons backed up by a first call manned by the Leadership Team to support staff and students.
- Key support workers are in place to support vulnerable groups, i.e. a nurture group run by the Learning Support Centre, a school counsellor, school medco and a confidential drop in service. Learning Support Assistants are allocated at the discretion of the school with key groups/key students.
- Stopping violence and ensuring immediate physical safety is our first priority but emotional bullying can be equally damaging (see ref: Preventing and tackling bullying 2017, DfE).
- The rapid development of and widespread access to technology has provided a new medium for ‘birtual’ bullying, which can occur in or outside of school. Cyber byllying is a difference form of bullying and can happen at all times of the day, with a potentially bigger audience. Schools have wider search powers – Educational Act 2011 – Teachers have the power to search for and if necessary delete images/messages/files.
- All incidents are logged on the students’ behaviour files, which are checked weekly by the pastoral team with reviews in some cases leading to intervention.

Headteacher

The Headteacher has the responsibility to widely publicise anti-bullying measures and can, through the Education and Inspections Act 2006, act on behaviour that occurs outside school premises even when a member of staff is not in charge of a student.

Christopher Whitehead is signed up to the Anti-bullying Charter and attempts to support all who identify and manage bullying.