



POYNTON HIGH SCHOOL ANTI-BULLYING POLICY

This policy has been reviewed with due regard to the governing body's statutory requirements under the Equality Act 2010.

"BULLYING IN ALL ITS FORMS IS UNACCEPTABLE AT POYNTON HIGH SCHOOL"

At Poynton High School and Performing Arts College we strive to create a school environment where bullying is not tolerated and students feel safe to tell someone, whether another child or an adult, if they are being bullied. We have a pro-active anti-bullying policy which includes:

- Educating our young people about different forms of bullying
- Promoting a culture of pro-active bystanders where young people stand up for what is right
- Celebrating diversity and promoting an inclusive culture for all in our school community through our Educate, Challenge, Inspire Charter

Through the academic and welfare curriculum we promote an anti-bullying message and advocate tolerance, kindness, caring for each other and respect towards one another.

Definition of Bullying

Bullying is the repeated, intentional act of causing physical, mental, or emotional harm to another person, often to assert power or control. It can involve physical aggression, verbal abuse, social exclusion, spreading rumours, or cyberbullying. Bullying behaviour is targeted, ongoing, and aimed at undermining, intimidating, or demeaning the victim, leading to feelings of isolation, distress, or trauma. It includes actions intended to hurt someone physically or mentally, whether in person or online, and can involve repeated insults, threats, or harm directed at someone perceived as vulnerable or different.

Working with our students, we have reduced this definition down to the following:
Bullying involves repeated, deliberate actions intended to harm or control another person physically, verbally, or emotionally. It includes behaviours like aggression, exclusion, rumour-spreading, and online harassment, often leaving the victim feeling isolated, distressed, and emotionally impacted.

It is important that we acknowledge and recognise that bullying is repeated and intentional, and therefore bullying is not:

- A disagreement or argument
- Not getting on with another student
- Isolated acts of being unkind, mean or aggressive to another student

- Expression of unpleasant thoughts about another person

Some of the behaviours outlined above would be considered to be in violation of our school charter and it is the responsibility of adults in school to ensure our students understand the difference between isolated incidents and bullying. Single incidents of verbal or physical attack and behaviour which is hurtful but claimed to be unintentional, will also be taken seriously and dealt with according to the school's behaviour policy.

We endeavour to support our young people to be confident in their resilience and ability to cope with sometimes challenging situations in school.

Types of Bullying

Type of Bullying	Definition
Physical	bullying which can include kicking, hitting, pushing and taking away belongings
Verbal	bullying which includes name calling, mocking and making offensive comments
Emotional	bullying which includes isolating an individual or spreading rumours about them
Cyber	where technology is used to hurt an individual – for instance text messaging or posting messages/images on the internet or any form of social media
Racist	bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice
Sexist	bullying occurs when bullying is motivated by a prejudice against someone because of their gender
Homophobic/Bi-phobic	bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people
Transphobic	bullying occurs when bullying is motivated by a prejudice against people who are transgender, non-binary or gender questioning
Ableist	bullying occurs when bullying is motivated by a prejudice against people with any form of disability

E-Safety and Cyber-Bullying

We recognise that there is an increased risk of cyber bullying through using instant messenger, social networking sites and public websites inappropriately. Poynton High School therefore has an ICT user's policy which all students and parents sign, along with a separate E-Safety policy.

To ensure our young people are educated about the risks associated with cyber-bullying and the importance of online safety, the Computing Department deliver the outlined themes in Appendix A to students at KS3.

Poynton High School operates a zero tolerance policy with regards to mobile phones. Mobile phones will not be used, heard or seen in school. Please see page 27 of the Behaviour Policy for further details:

<https://www.poyntonhigh.org.uk/attachments/download.asp?file=1349&type=pdf>

Anti-Bullying Strategies

The Educate, Challenge, Empower Charter was created with our students and for our students. The Charter sets out the high expectations we have of all in our community and outlines the inclusive culture of Poynton High School.

Poynton High School Educate – Challenge – Empower Charter

- We are pro-active in making the positive changes needed for a world where everyone is treated fairly and equally.
- We are KIND and acknowledge that ‘banter’ can be dangerous and harmful to others, it cannot be used as an excuse.
- We recognise that peer on peer abuse takes a wide range of forms, ranging from sexist name-calling to physical abuse and have a zero-tolerance of this.
- We openly challenge harmful language, stereotypes and actions (that show prejudice based on gender, sexuality, disability, race, ethnicity and background.)
- We offer opportunities to talk about how we feel and actively encourage each other to support positive mental health.
- We support each other to make improvements and recognise that failure is part of the path to success.
- We LISTEN to each other and are mindful that everyone faces their own challenges and insecurities. We strive to understand each other.
- We allow and encourage others to do their best, and look out for each other so that this can happen never putting barriers in their way. We have high aspirations for ourselves and each other.
- We are honest.
- We support each other to stay safe in all of our interactions, including online. We look for opportunities to make others feel safe and boost their confidence.



Bringing us together to make sure that **EVERYONE** is valued and works to promote an inclusive school community.



In addition to the Charter, anti-bullying strategies include, but are not exclusive to, the following:

- Regular promotion of anti-bullying in assemblies
- Use of CCTV within the school grounds to help with the prevention of bullying
- A duty rota for staff so they patrol key areas before school, break, lunchtime and after school
- Annual questionnaires to research student views on how safe they feel in school
- A dedicated e-mail address to report any incidents of bullying
- A comprehensive transition to Poynton High School package which promotes anti bullying
- Promotion and celebration of Anti-Bullying week
- Strong teacher-student relationships so students feel comfortable in reporting any issues
- Information talks from the School Police Liaison Officer
- Information to students and parents about e-Safety
- Support intervention programmes across all Key Stages for students including work around self-esteem, positive relationships and being a positive bystander

Further to the strategies outlined above, Poynton High School has a comprehensive PSHCE programme, which includes 5 Student Development Days each academic year, covering a range of themes linked to bullying and the promotion of the school charter. Please follow the link below for a summary of the Student Development Day programme and the PSHCE themes covered: <https://www.poyntonhigh.org.uk/welfareeducation>

Anti-Bullying Procedures

All staff will be clear and consistent in handling a bullying situation. Any victim of bullying must be confident in the adult with whom they confide and be reassured that appropriate action will not result in further problems both inside and outside school. Staff training on safeguarding is held at regular intervals throughout the school year to support a consistent approach.

All cases of bullying are individual both in nature, and seriousness; however, the following guidelines indicate the procedures staff will take when dealing with a reported case of bullying:

- Listen and talk to the student about the bullying to assess the seriousness of the allegations and to try to come to some agreed way forward with them.
- Try to talk through with them their fears of retaliation from the bullies and weigh up the balance between these fears and the alternative of the bullying being continued if nothing is done.
- Try to reassure them that we have a good success rate and that the bullying will probably stop.
- See the offender and listen to what they have to say about what has gone on.

Once an instance of bullying has been substantiated, the aim will always be to resolve the problem quickly and effectively. Work will be done with all students involved, including re-education about the actions of the perpetrating student(s) and support for the victim student(s). There will be opportunities for restorative conversations with the students involved and the aim to move forward from the situation. Parents/carers will be informed and a record of the incident will be kept, in line with school policy.

The following sanctions may be utilised when resolving incidences of bullying:

- Isolation at break/lunchtime
- Mediation meetings
- Restorative meetings
- Withdrawal from lessons
- Internal suspension
- External suspension
- Involvement of external agencies

All action taken is recorded on CPOMs. In most cases, incidents of bullying will be dealt with by the relevant Year Team, with the Head of Year or Director of Learning in conjunction with the SLT link to the year group.

All bullying incidents are recorded and logged as a violation of the school charter (C6) on Bromcom; this system is regularly monitored and incidents analysed by the Behaviour Lead and Safeguarding Team.

The Year Team carry out regular checks with all parties involved in an incident of bullying to check no further intervention is needed.

Anti-Bullying Inclusion work by the Year Team and Teenage and Family Worker will form part of any plan of action for all parties involved.

How can I tell if my young person is being bullied?

- Changes in academic performance.
- Appears anxious.
- Regularly feeling sick or unwell. Wanting to visit the nurse regularly.
- Reluctance to come to school.
- Clothes/bags torn or damaged.
- Money/possessions going missing.
- Unexplained cuts and bruises.
- Unexplained behaviour changes, e.g. moody, bad-tempered, tearful.
- Unhappiness.
- Loss of appetite. Not sleeping. Loss of weight.
- Isolated.
- Unusually unwilling to talk or engage in discussion.

Why do people bully?

- Desire to appear powerful
- Unhappiness
- Feelings of inadequacy
- Difficulties at home
- Learned behaviour (They too have been bullied)

Who students can talk to if they have any concerns about bullying?

- Form Tutor
- Head of Year
- Director of Learning for Key Stage
- Assistant Director of Learning to Key Stage
- Associate Assistant Headteachers
- Assistant Headteachers
- Deputy Head Teacher
- Or **any** member of staff in school you feel comfortable talking to

Students may also utilise:

- Dedicated anti bullying advice e-mail
- Support systems in school (sixth form mentors, friends, staff)

Who can parents contact if they have any concerns about bullying?

- Form Tutor
- Year Leader Welfare
- Year Leader Progress
- Teenage and Family Worker
- School Nurse
- Deputy Head Teacher Standards and Student Progress
- Dedicated anti bullying advice e-mail on the schools website.

Appendix A

E-Safety

The Computing Department covers the following themes in their KS3 e-safety lessons:

- Digital Footprint
- Communicating respectfully online
- Consequences of misusing computers
- You and your data - digital citizenship
- Social engineering
- Hacking
- Cyber security and malware
- Fake news
- Social media use