



Alsager School

An Achieving School - A Caring Community

PUPIL FRIENDLY ANTI BULLYING POLICY

Prepared in April 2023
by Year 9 Pupils, Alsager School

Presented for information to Governors
at the
Quality & Standards Committee Meeting
on April 26th 2023

Signed on behalf of the Sixth Form Leadership Team.

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Date: May 2nd 2023

Alsager School Pupil Friendly Anti-Bullying policy,
Prepared by Year 9 forms in March 2023

Why do we have a policy?

We have an anti-bullying policy so that everybody is really clear on what bullying consists of and how it is handled by the school.

A policy means that everybody can feel safe, and all members of the school community can help to prevent bullying occurring.

Having a policy which is really clear means that those who bully or/and those being bullied know exactly what will happen if they bully, or are bullied.

A policy shows people both inside school and outside that bullying will not be tolerated at Alsager and it is not the Alsager Way.

What is bullying?

Bullying is the repeated behaviour or action, where an individual or group of people are targeted by another person or group, in an intentional and negative way. The behaviour/ action could be unprovoked, threatening, frightening, or with the aim to harm.

Bullying is different to the usual teenage fallouts, which are one off situations.

What types of bullying exist?

Emotional	Being unfriendly; excluding; tormenting (e.g. hiding belongings, threatening gestures; spreading rumours). Banter – It isn't JUST BANTER! Banter is when both parties enjoy the joke. If one person leaves feeling upset, angry, frustrated, this is no longer banter.
Physical	Any contact such as hitting; kicking; pushing; spitting or any use or threat of violence. Intimidating others.
Psychological	Such as deliberately excluding or ignoring people.
Racist, Religious or Cultural	Offensive name calling, insults, racist jokes or mockery of a person for a perceived cultural difference. Indirect racial, religious and cultural harassment may take the form of exclusion from activities, refusal to work with a student, humiliation, spreading rumours, racist comments within class discussions. Any incident which is perceived by the victim or any other person to be motivated by hostility or prejudice based on a person's race or religion or perceived race or religion. Stereotyping a person or group of people based on their culture, religion or race.
Sexual/ gender/ age biased	Unwanted physical contact, "innuendo" or sexually abusive comments or actions in relation to an individual's gender, sexual orientation or age. This includes harassment and unwanted sexual language, both verbal and written down. Sexist language may take the form of "You throw like a girl". This implies that being a girl in this context is less worthy.

	Rating and whistling would be considered as sexual harassment.
Homophobic/ biphobic/ transphobic	Bullying based on negative attitudes, beliefs or views specifically about lesbian, gay, bisexual or trans people or those questioning their identity and/ or sexual orientation. It can be verbal or physical abuse. It can suggest that someone is less worthy because they are lesbian, gay, bi or questioning. Questions from other students may take the form of: 'you don't like football, are you gay?' 'what body parts do you have?' The casual use of language such as 'that is gay' is negative and implies that the person or action being referred to is rubbish or not worthy.
Disabilist/ related to SEN	any form of behaviour or language which makes a pupil feel left out or unwelcome relating to actual or perceived disability or additional need
Cyber	Abuse on the internet such as email, SMS, social media, gaming platforms. Making threats and misusing technology, such as camera.
Verbal	Saying or writing words in a negative way such as insults or threats etc.
Body image/ size/ hair colour	Verbal/cyber abuse of name calling, derogatory (insulting) language, humiliation about their body image or hair colour.

Why is it important to prevent bullying?

Bullying is harmful.

Bullying can seriously damage a person's confidence, self-esteem and make them feel it is their fault. Sometimes pupils who are bullied might begin acting differently.

It can impact significantly on a person's mental health. Pupils may become nervous, believe they are ill, avoid school or struggle with their schoolwork. Although pupils can show these signs for many reasons, we can't rule out bullying as a possibility, so it would need to be investigated.

Everyone deserves to be respected. Bullying is an anti-social act and has no place in our school. Those who bully, will need to learn to change their behaviour. If bullying continues, those responsible will receive a consequence in line with the Alsager School Behaviour Policy.

What is Cyber-bullying and how can schools deal with it?

Cyber bullying is:

Abuse of the internet such as email, texts, social media, gaming platforms.

Threats by text messaging, calls or voicemails e.g. threatening to share information or photos.

Misuse of associated technology e.g. camera and video facilities.

Something that can take place between people who know each other or complete strangers.

How do schools deal with cyber bullying?

The rapid development of, and widespread access to, technology has provided a new platform for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content. The wider search powers included in the Education Act 2011 give school stronger powers to tackle cyberbullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

How can you spot if your friends are being bullied?

Bullying is one thing that we want to tackle. One way you can spot if your friends are being bullied is the way that they are behaving, for example, they may start refusing to come into school or appear to be quieter than usual.

Bullying is not an easy thing to deal with so they may become more emotional than usual. Look out for other signs like them changing their attitudes towards their hobbies, learning, their friends or their appearance.

Your friends may start acting differently such as changing their opinions or who they want to spend time with.

What does the school do to prevent bullying?

- ★ Teaches about it through the curriculum, using SPIRIT lessons and assemblies.
- ★ Staff have training about it and are aware of what to look for.
- ★ Lots of staff are out on duty at all times and wearing Hi-Viz so you can see them.
- ★ Parents are kept informed.
- ★ The SHARPs system is completely anonymous for pupils to report bullying.
- ★ People found to be bullied or bullying are supported by Heads of College and may receive mediation and restorative conversations.
- ★ Bullies are supported as well as sanctioned.

How can you report bullying and what happens next?

You can report bullying by:

- ★ Speaking to your form tutor, head of college or another trusted adult in the school.
- ★ Using the SHARPS system.
- ★ Speaking to parents or someone at home.

People at school will take reports of bullying seriously. They will support the person being bullied. They will work with the bully to make sure they know why their behaviour is wrong and how upsetting it is. There are consequences for their bullying.

What support is available?

You can use the SHARPS system to report bullying anonymously.

You can speak to Heads of College to report bullying.

You can talk to friends/peers.

You can discuss issues with parents or another trusted adult.

You can contact any of the agencies listed in the anti-bullying policy.

What Sanctions might be applied?

The school will respond to issues with the appropriate sanctions, these may be the following:

- ★ Heads of college monitoring
- ★ Removal from lessons
- ★ Removal of lunch privilege

- ★ If ICT is used to bully, it may be taken away
- ★ Internal isolation
- ★ Organised periods of exclusion
- ★ In extreme cases, permanent exclusion
- ★ Notification of parents and carers

How will we deal with reports of bullying?

If bullying has been reported;

- ★ It will be dealt with by the member of staff or teacher who has seen it or been told about it. They will record the bullying on CPOMs.
- ★ The Head of College and Anti-Bullying Lead (Mrs Brazier) will investigate the report and interview people involved.
- ★ The Head of College will keep parents/carers informed.
- ★ There will be sanctions and support for the perpetrator and there will be support for the victim, these will be reviewed, when necessary, by the Heads of College.
- ★ Any further incidents and actions will be reported on CPOMs.