



Anti-bullying Policy

Adopted: Spring 2015

Reviewed: Autumn 2022

To be reviewed: Autumn 2024

Rationale

The Governing Body of Chatsworth High School & Community College is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

Introduction

Supporting positive and appropriate relationships amongst our students lies at the heart of our mission as a school. Students who are able to develop and maintain positive relationships are more likely to lead happy and fulfilling lives during their time with us and then beyond into adult life. Students in all educational settings develop relationships that reflect the environment they are learning in and living in. It is therefore our moral obligation to create and maintain a positive, well-ordered and respectful learning environment in which our students can grow and develop.

Equality Statement

The Chatsworth MAT aims to regularly review all the policies and procedures we operate to ensure there are no negative equality impacts on staff based on their age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation as outlined in the Equality Act 2010. Consultation with our stakeholders is an important part of how we achieve this. If you feel, on reading this policy, that there may be a negative equality impact, please tell us about this. Please also let us know if you need to access this policy in a different format. You can do this by contacting the following officer:

- Rachel Hill
Email: rachel.hill@salford.gov.uk

Ethos

At Chatsworth High School and Community College we believe that the student is paramount in all respects. Approaches to behaviour and relationships are entirely dependent on the prevailing ethos of the school and it is therefore critical that the student is placed at the centre of all considerations related to behaviour and relationships. Because of this, we believe that our approach to supporting behaviour and relationships represents an ethically compatible approach to addressing bullying within the context of our school.

Objectives

The school's objectives around the prevention and responses to instances of bullying behaviour are guided by these key values:

- Everyone has the right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- No member of the school community will tolerate bullying behaviour.
- Pupils who believe that they are the victims of bullying will be listened to.
- All reported incidents will be taken seriously and thoroughly investigated.

Definition of Bullying

At Chatsworth High School & Community College, we have come to the following consensus regarding the definition of bullying:

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be spontaneous. It may be perpetrated by individuals or by groups of pupils.

Some examples of bullying may be:

- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another person's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.

- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

Links with other school policies:

- Behaviour Support Policy
- Anti-Racism Policy
- Parent/carer Liaison Policy
- Respect Charter
- Safeguarding Policy
- E-safety Policy
- SMSC Policy

Responsibilities of all Stakeholders

Our staff team will

- Foster in our pupils self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with our students, so that pupils learn about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the School Safeguarding Team.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Liaising closely and cooperating at all times with members of the school staff team.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken.
- Informing the school of any suspected bullying, even if their children are not involved.

Everyone should:

- Work together to combat and, hopefully in time, to eradicate bullying

Conclusion

Combating bullying is a complex and problematic topic and guidance within this field needs to be continuously evaluated and critically appraised.

This policy should be read in conjunction with all other pertinent policies.