Byrchall High School
Anti-Bullying Policy

Approved by:	P Paul	**Date:**	November 2026
Last reviewed on:	November 2026		
Next review due by:	September 2027		

Rationale

Bullying is:
Is defined as the repetitive, intentional harming of 1 person ot group by another person or group, where the relationship involves an imbalance of power. Bullying is therefore: deliberately hurtful, repeated, often over a period of time and difficult to defend against.
Any intentionally verbal or physical action, against an individual or group of individuals by an individual or group, which is intended to cause distress or harm. It is often repeated over a period of time.

Bullying can be:

- Physical – hitting, kicking, pushing, taking another's belongings, any use of violence
- Verbal - name calling, rumours, threats
- Emotional - excluding, tormenting, ridicule
- Prejudice-Based and discriminatory (taunts, gestures, graffiti or physical abuse on a particular characteristic, e.g. gender, race, sexuality), including:
  - Racist
  - Faith based
  - Homophobic – behaviour motivated by prejudice against lesbian, gay, bisexual people or transgender students
- Sexual – Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, sharing of nude or semi-nude images and/or videos (including pseudo images, which are computer generated images that otherwise appear to be a photograph or video), or inappropriate touching
- Direct or indirect verbal – name calling, sarcasm, spreading rumours, teasing
- Online/Cyber – bullying that takes place online, such as through social networking sites, messaging apps, gaming sites, devices or via images, audio, video, or written content generated by artificial intelligence (AI).

Students should not expect that bullying is part of school life and all students are encouraged to be pro-active in reducing incidents of bullying (bystander intervention). We want all the students in school to be responsible for their own and each others behaviour.

To ensure we deal with bullying effectively at Byrchall High School we need :-

- To establish an ethos where students and parents challenge the inevitability of bullying
- To develop a positive approach to building a sociable atmosphere and confident relationships within school
- To have a policy that is backed by the commitment of all staff to keep the level of attention high on a daily basis, rather than when issues arise
- To ensure guidance and training is provided to raise staff and student awareness of issues surrounding bullying
- To raise awareness of students' views in relation to bullying and dedicate curriculum or tutorial time to it
- To establish effective routines in relation to the setting up of safe areas in school and provide close supervision at the start, during lunchtimes and at the end of the school day
- To establish procedures for the reporting and investigating of bullying, including communication with parents / recording of incidents so that analysis of patterns can inform policy and practice
- To ensure there is effective follow-up action to ensure that the confidence of victims is restored and that bullying does not reoccur
- To promote the use of positive peer pressure by the involvement of students in peer support schemes.

Guidelines for effective practice

- Provide a range of means by which students can report incidents of bullying
- Ensure that such reports are effectively recorded using the agreed systems.
- Take effective action to investigate and intervene as necessary on each reported incident of bullying
- Ensure that once the intervention has occurred, the effectiveness of this intervention is reviewed with those students involved
- All incidents of bullying to be logged on Synergy to allow for the effective monitoring of repeat incidents
- Staff are to give bullying a high priority on a day-to-day basis through, for example, through form activities and assemblies
- There is a range of support available to students who may be experiencing bullying and to perpetrators to avoid further incidents.

Roles and Responsibilities

Role of staff members

- Pass on any concerns raised – the incident can then be investigated

Role of HOY

- Deal with the incidents in line with the Policy, logging and sanctioning in line with that policy
- Be aware of all incidents relating to students in their year group. Once a bullying incident has been resolved and recorded, liaise with the FT regarding the checking/monitoring of the students involved.

Role of the Assistant Headteachers and Deputy Headteachers attached to Year Groups

- Work with the Heads of Year on cases of bullying.
- Have an overview of the incidents of bullying and evaluate the policy through discussion with the AHT: Inclusion
- Direct anti-bullying themed assemblies and Personal Development work in conjunction with the HOY

Role of Safeguarding Lead/Assistant Headteacher Inclusion

- Bullying incidents involving sexually harmful behaviour must be referred on through CPOMs for the immediate attention of the Safeguarding Team
- Monitor the number of bullying incidents, reporting to staff, the Senior Leadership Team and governors on a termly basis.

Anti-Bullying Procedures to be followed

Report

Staff inform pastoral team that a student is being bullied.
The member of staff must report the incident to the HOY by incident form/email or CPOMs if it involves sexually harmful behaviour

Establishing the facts

The bullied student is counselled and reassured.
Check the bullying log and records following the investigation.
The instigator is spoken to and given a warning or a consequence dependent on the severity of the incident.

Communicate

Contact is made with parents or carers of the victim and the instigator to inform them what has happened.

Restorative work

Facilitate restorative work between investigator and bullied student

Record and Report

The HOY should lead on the recording and reporting to other colleges what has happened and the action taken. All incidents should be logged on Synergy using the zero-tolerance code – full details should be included. The AHT inclusion will use the Synergy data to keep an overview of all incidents on a zero-tolerance monitoring spreadsheet.

Monitoring

Arrangements put in place to monitor the situation and checks with the bullied student that there are no further problems.

Escalation

If a student comes back to you saying the problem continues pass it up to Assistant Headteacher / Deputy Headteacher attached to the Year Group

Support

The bullied student and/or instigator may need to be referred for support.
It may be necessary to consult the Special Educational Needs Co-ordinator / Inclusion Team for help working with the instigator on strategies