



# Penn Hall School

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## Anti Bullying Policy 2020/2021

Review Date: September 2021

## **Introduction**

Penn Hall School is a Wolverhampton Local Authority Community Special School for pupils aged 3 – 19 with a wide range of needs.

Pupils have physical and sensory needs, communication needs, complex medical conditions and learning needs.

The perceived incidences of bullying at Penn Hall School are low. We believe this to be due to pupils generally being very supportive of each other and very accepting of each other's differences. We do recognise however, that bullying does occur on occasions. This policy is intended to continue and encourage positive attitudes between pupils, and to provide a framework for dealing with incidents of bullying that may occur.

This Anti-Bullying Policy outlines what Penn Hall School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and is communicated to all stakeholders appropriately. Penn Hall School 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.

## **Legal Requirements**

Penn Hall School recognises its statutory and legal responsibilities in relation to bullying, particularly those within:

### ***School Standards and Framework Act 1988***

All schools have a legal duty to take bullying seriously.

### ***Section 89 of the Education and Inspections Act 2006***

Every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents;

Head teachers have the ability to discipline pupils for poor behaviour that occurs even when the pupil is not on school premises or under the lawful control of school staff.

***The Equality Act 2010*** The Equality Act 2010 replaces previous anti-discrimination laws with a single act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

Schools are required to comply with the new Equality Duty.

The Act also makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment. In England and Wales the act applies to all maintained and independent schools, including academies and Free Schools, and maintained and non-maintained special schools.

### ***Safeguarding***

Under the **Children Act 1989** a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'.

Penn Hall School is also mindful of current Department for Education (DfE) guidance on anti-bullying related topics. Latest guidance is circulated to staff members as appropriate.

Penn Hall School also ensures it meets the requirements within the National Curriculum around internet/e safety.

### **Definition of Bullying**

Bullying is the use of aggression (verbal, physical or emotional) with the intention of hurting another person. Bullying results in pain and distress to the victim. **Bullying is not a one-off incident.** The acronym **STOP - Several Times On Purpose** is useful in highlighting this, especially to pupils.

Bullying can include, but is not limited to, the following:

- Physical bullying can involve pushing, hitting, kicking, punching, or any use of violence.
- Verbal bullying can include name calling, sarcasm, spreading rumours, teasing.

- Cyber bullying is the use of technology to bully, the misuse of email, internet and social media/networking sites, threatening texts and calls, misuse of camera/video facilities.
- Emotional/Psychological bullying includes excluding others, tormenting them (hiding books, threatening gestures when staff cannot see), ridicule, humiliation, making deliberately hurtful comments about family members.)
- Homophobic bullying happens as a result of a young person's sexuality or perceived sexuality.
- Racist/cultural bullying is the use of racial taunts, stereotypes, graffiti, and offensive gestures.
- SEN & Disability bullying is becoming a target of bullying due to learning disabilities, learning difficulties and physical or mental impairment.
- Sexual bullying is unwanted physical contact or sexually abusive comments.

### **Aims of the policy**

This anti-bullying policy is designed to be relevant and accessible for all stakeholders at Penn Hall School. It is designed to clearly state the position and processes of the school towards bullying. The policy also has appropriate links with the following policies:

- Behaviour
- Confidentiality
- Equality and diversity
- Safeguarding/child protection
- Internet/esafety
- PSHE Education
- Capability
- Bullying and Harassment
- Staff Attendance
- Discipline and Positive Behaviour

Specifically, this policy aims:

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour
- To create an ethos which encourages pupils to disclose and discuss incidences of bullying behaviour
- To develop and maintain procedures for noting and reporting incidents of bullying behaviour, and share these with all stakeholders
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment
- To maintain procedures for supporting those affected by bullying behaviour and for those involved in bullying behaviour

### **Staff Responsibilities**

All staff at Penn Hall School have a professional responsibility to be familiar with the reporting and recording mechanisms within school. Our staff will:

- promote the use of a range strategies which challenge bullying behaviour and give children confidence to deal with bullying, as part of the ethos of the school and also through the curriculum (e.g. PSHE Education)
- foster by example the values that we as a school believe in
- Always take reports of bullying seriously and investigate them thoroughly. Pupils will be encouraged to report all incidents of bullying to an adult. These will then be reported to an appropriate member of staff
- take appropriate action, or refer the matter to a member of the senior management team for further action

- record and retain records of bullying incidents for monitoring purposes and to inform responses, as appropriate
- Be alert to signs of distress and other possible indications of bullying.
- Follow up any complaint by a parent/carer about bullying, and report back promptly and fully on the action which has been taken.
- Report suspected cases of bullying to staff with specific responsibilities:

Mrs Fiona Gillespie (Head Teacher/DCPO)

Mr I Thompson (Deputy Headteacher)

Mrs S Turner (Home School Liaison Officer)

- Deal with observed instances of bullying promptly and effectively

### **The Role of Children/Young People**

Pupils at Penn Hall School can expect their concerns to be taken seriously and dealt with in a timely manner. We will actively seek to involve pupils at Penn Hall School in the way that we address bullying. The involvement of pupils is crucial to both the prevention and management of any related issues. We will achieve this by:

- Canvassing children and young people's views on the extent and nature of bullying, through curriculum opportunities, during anti-bullying week and through the local bi-annual Health Related Behaviour Survey (HRBS).
- Ensuring students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying behaviours.
- Involving students in anti-bullying campaigns in schools, such as anti-bullying week.
- Publicising the details of help lines, websites and appropriate local support services
- Offering support to students who have been bullied and take them seriously.
- Sharing this policy with them in an appropriate manner.

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, either inside or outside school.
  - 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 help to prevent further bullying.
- Have the courage to speak out, to put an end to their own suffering and that of other potential targets.

Penn Hall School understands that those schools that excel at tackling bullying have created an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. Our pupils know that respect for staff and other pupils, an understanding of the value of education, and a clear understanding of how our actions affect others are vital to maintaining a positive whole school environment. These values are reinforced throughout our curriculum and by staff and older pupils who set a good example to the rest of the school.

### **The Role of Governors**

Penn Hall School recognises that governors have a key role to play in relation to bullying. Briefly, these are in relation to the following key areas:

- Policy development and review
- Supporting the school with any sanctions/disciplinary procedures (including pupils and staff)
- Supporting the Headteacher to carry out the schools legal and statutory responsibilities around bullying

The link governor for equalities is Leah Arnold

### **The Role of Parents**

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.
- Advising their children to report any bullying to a member of staff and explain the implications of allowing the bullying to continue unchecked. Parents are also encouraged to report any concerns of their own to the school.

- Advising their children not to retaliate to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken
- Keep a written record of any reported instances of bullying
- Informing the school of any suspected bullying, even if their children are not involved
- Co-operating with the school, if their children are accused of bullying, in order to bring about swift and appropriate actions
- Highlight the implications of bullying, both for the children who are bullied and for the bullies themselves.
- Be aware of this policy and their role in addressing bullying in all its forms

This policy is available for parents on the school website or hard copy via main reception.

### **Prevention of Bullying Behaviours**

At Penn Hall School, we use both universal and targeted provision to prevent bullying behaviour and to empower our pupils to deal with any such incidents in a positive and effective way. These include:

#### The Curriculum

In PSHE lessons students are taught to be assertive, considerate and confident and a range of issues related to self-esteem and coping skills are covered across all key stages. Cyber-bullying topics are covered within IT sessions, as per National Curriculum requirements.

#### Anti-Bullying Week

The school takes part in this annual focus week as a way of highlighting some of the different aspects of bullying. This is an important part of our whole-school strategy towards bullying and allows us to explore different themes and topics as part of a national awareness week.

It may be necessary to carry out specific work for whole groups/targeted individuals in response to incidents. These will be carried out by appropriate staff or with support by colleagues from local authority agencies.

## **Strategies for Dealing with Incidents**

We understand that a whole school approach towards dealing with any incidents is vital. Steps taken to support and respond to the needs of both bullied (targets) and bullying pupils will be:

- Records kept and monitored effectively- all staff will be aware of the system
- Contacting parents/carers of all pupils concerned in the bullying incident
- Investigation – facts established, students spoken to separately, involvement of home/school liaison officer, headteacher, governors informed if a racial or homophobic bullying
- Feedback to those concerned
- Sanctions (if appropriate) – these will vary on the type of bullying incident from a firm word, reprimand, privileges taken
- Support to targets and bullies
- Contacting relevant professionals e.g. Education Psychologists

The school uses latest guidance by the DfE and other agencies to inform its action planning to prevent and tackle bullying.

## **Support for Targets of Bullying**

Those who are bullied will have a range of agencies that can support them within and outside of school:

Counselling from Home/School liaison officer, Headteacher, school nurse or a member of staff that they can relate to.

Speech and language therapists input can be invaluable for non-verbal young people

Peer mentors/buddy systems – informal relationships fostered through school or more formal arrangements arranged by social services

Assertiveness training and development of coping skills through PSHE lessons

Discussion at Student Council Meetings (if raised as an issue by students).

## **Support for Perpetrators of Bullying (on the principle that bullies are often being bullied themselves)**

Penn Hall School recognises that young people who bully may often have been targets of bullying themselves and/or may also have their own issues which they need support to address, such as medical or health conditions

Appropriate school staff and close contact with parents and carers enable the perpetrator and those who live and work with them to resolve issues. In extreme cases outside agencies may need to be contacted such as counsellors, our link palliative nurse, INSPIRE or specific anger management courses can be investigated.

Whilst sanctions for those who bully are an option, Penn Hall is committed to working with any pupils who bully to resolve issues in a positive manner. This may be through behaviour management programmes or other targeted support.

### **Staff Training**

New members of staff at Penn Hall School receive CPD as required from our Home/School Liaison Officer who also delivers annual top up training.

All staff receive full training every three years from a child protection practitioner on Child Protection issues which includes bullying.

Staff with specific responsibilities linked to this area will receive regular training around issues such as safeguarding and behaviour.

Staff who deliver PSHE or anti-bullying related topics can be supported by colleagues from within the Local Authority and are able to attend appropriate CPD on request.

Staff will be made aware of this policy and are expected to adhere to it and the ethos surrounding anti-bullying work at all times. The named lead for this policy, Mrs Fiona Gillespie, will ensure that all staff are aware of their responsibilities.

### **Dissemination of Policy**

This policy is shared with stakeholders via the school website. It is distributed to all staff in school and is available as a hard copy upon request. Pupils are also made aware of this policy via PSHE sessions as appropriate.

This policy will be reviewed on at least once every two years as well as if incidents occur that suggest the need for review. The next scheduled review date is September 2018.

Signed:

***Tracy Wilkinson***

Chair of Governors

Date: October 2020

***Sarah Wilkinson***

Signed: Head Teacher

Date: October 2020

**(Note signed copy is held in school office)**

