



Liverpool College

**UPPER SCHOOL**

**ANTI-BULLYING  
POLICY**

## Mission Statement

Liverpool College values the dignity of each individual and promotes the development of character and learning through a commitment to high standards within a caring community.

- **We recognise** that all pupils have different talents and strive to ensure that every pupil has an equal opportunity to find and develop the talents they do possess.
- **We believe** that the development of character, creativity, intellect and spirituality are the primary aims of education.
- **We work** together to create a happy and caring school community which is engaged in our local community and the wider world.
- **We pursue** high standards in every area of school life.

This is an Upper School policy and also applies to the Boarding Halls.

## Statement of Intent

Liverpool College is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. Bullying can cause psychological damage and even suicide. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

## What Is Bullying?

Liverpool College adopts the following definition of bullying:

*Bullying is behaviour by an individual or a group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.* Preventing and Tackling Bullying (Department for Education, 2011)

Bullying can take many forms:

Cyber:	text message, email & internet chat room misuse
Emotional:	being unfriendly, excluding, tormenting
Physical:	pushing, kicking, hitting, punching or use of other violence
Verbal:	name calling, sarcasm, spreading rumours, teasing
Racial:	taunts, graffiti, gestures
Religious:	offensive to faith and beliefs
Cultural:	offensive to ethnic groups
Sexist:	unwanted physical contact or abusive comments
Homophobic:	because of, or focussing on the issue of sexuality
Disability:	because of a physical or mental handicap

Any incident of bullying, including those that occur outside the school premises, will be investigated and appropriate action taken.

## **Aims and Objectives**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is established.
- Bullying will not be tolerated.

## **Signs and Symptoms**

A child may display signs or behaviour that might indicate that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has money continually "lost"
- has unexplained cuts or bruises
- comes home starving (lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received
- stops eating

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

## **Roles and Responsibilities**

### Governing Body

- The Governing Body supports the Principal and Head of Upper School in all attempts to eliminate bullying from our school. The Governing Body will not tolerate any bullying at Liverpool College, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- The Governing Body monitors the policy regularly.

### Principal and Head of Upper School

- To implement the school anti-bullying strategy, and to ensure that all staff are aware of the school policy, and know how to identify and deal with incidents of bullying.
- To ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.
- To ensure that all staff receive sufficient training and are equipped to identify and deal with all incidents of bullying.
- To maintain an ethos of good behaviour where pupils treat one another and the staff with respect
- Ensure that the approach to anti-bullying is regularly updated to take account of developments in technology

### Head of Guidance

- Records all incidents of bullying and suspected bullying and resolves issues in a way that protects the child and reinforces the value of good behaviour
- Coordinates investigations into possible cases of bullying as required
- Receives confidentially concerns from pupils and parents, for example via the School Help Advice Reporting Page System (SHARP)
- Informs the Head of Boarding of any concerns from pupils and parents identified via the school or through SHARP

### Head of Boarding

Records all incidents of bullying and suspected bullying

Coordinates investigations into possible cases of bullying as required

## Teachers

- All the staff in our school take all forms of bullying seriously, and seek to encourage positive behaviour and prevent any harassment from taking place.
- Teachers are always on duty at times when pupils are not in class and supervise the pupils on the school site, particularly in areas where bullying might occur.
- Teachers use curriculum opportunities (in particular Choices lessons) and assemblies to discuss equality issues and draw out anti-bullying messages.

## Parents

- Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's House Tutor immediately.
- If the pupil is a boarder the Head of Boarding should be contacted immediately.
- Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

## Pupils

- Pupils are encouraged to tell any teacher if they are being bullied, and if the bullying continues, they must keep on telling teachers.
- Boarding pupils can also tell the Head of Boarding or any Boarding Tutor if they are being bullied, and if the bullying continues, they must keep on telling the Boarding Tutors.
- Pupils are invited to tell us their views about a range of school issues, including bullying via the pupils' School Council.
- Senior pupils act as prefects and offer support and assistance to younger pupils. Each Year 7 House group has a link prefect.
- Pupils can raise concerns in complete confidence using the SHARP system, and details are given in the Student Planner

## **Procedures for Dealing with Reported Bullying**

If an incident of bullying is reported, the following procedures are adopted:

- The teacher to whom it was reported or who first discovers the situation, will control the situation, reassure and support the pupils involved.
- Any pupil involved in bullying is reported to the Head of House. The Head of House will investigate the incident with the Head of Guidance. In very serious incidents, the Principal will be informed.
- The Head of House will explain the range of disciplinary measures that are potentially involved to those suspected of bullying.
- The bully, together with all others who were involved, will be interviewed individually and asked to write an immediate account of events.
- The victim will be interviewed on his/her own and asked to write an account of events.
- A clear and factual record of the incident is recorded.
- The Head of House will invite the parents of the children involved into school to discuss the situation. Their support will be sought.
- Every effort is made to resolve the situation through counselling of both parties, and to modify the behaviour of the pupil who is bullying.
- A way forward, including disciplinary sanctions and counselling, will be agreed. This will recognise that suitable support is needed both for children who are being bullied and for pupils who bully others, as well as dealing with appropriate disciplinary measures.
- The victim will be interviewed at a later stage by the Head of House, separately from the alleged perpetrator. It will be made clear to him/her why revenge is inappropriate. He/she will be offered support to develop a strategy to help him or herself.
- The alleged bully will be interviewed at a later stage by the Head of House, separately from the victim, and it will be made clear why his/her behaviour was inappropriate and caused distress. He/she will be offered guidance on modifying his or her behaviour, together with any appropriate disciplinary sanctions.
- A monitoring and review strategy will be put in place.
- If bullying persists, the Behaviour Management Policy will be implemented resulting in appropriate punishment for the child who has carried out the bullying. This could involve the writing of a genuine letter of apology, restitution of property, detention, Saturday detention, or in serious cases temporary or permanent exclusion.

- In very serious cases, and only after the Principal has been involved, it may be necessary to make a report to the Police or to the Social Services. The College is mindful of the Protection of Harassment Act 1997, the malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. However, it is the policy of Liverpool College to attempt to resolve such issues internally under the school's own disciplinary procedures, unless the matter is of such gravity that a criminal prosecution is likely.

*SPD*

*Revised September 2011*

## **Related policies**

Behaviour Management  
SEN and LDD  
Exclusion  
Equal Opportunities

## **Resources**

[DfE Behaviour and Discipline in Schools Guidance](#)

## ***Legal Framework***

[Schools' duty to promote good behaviour](#) Education and Inspections Act 2006

[Power to tackle poor behaviour outside school](#) Education and Inspections Act 2006

[The Equality Act 2010](#)

## ***General Guidance***

Anti-Bullying Network	<u><a href="http://www.antibullying.net/adultsinschools.htm">http://www.antibullying.net/adultsinschools.htm</a></u>
Anti-Bullying Network	<u><a href="http://www.anti-bullyingalliance.org.uk/">http://www.anti-bullyingalliance.org.uk/</a></u>
Beatbullying	<u><a href="http://www.beatbullying.org">http://www.beatbullying.org</a></u>
Bullying UK	<u><a href="http://www.bullying.co.uk">www.bullying.co.uk</a></u>
Kidscape	<u><a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a></u>
Restorative Justice Council	<u><a href="http://www.restorativejustice.org.uk/">http://www.restorativejustice.org.uk/</a></u>

## ***Technological***

Cyberbullying	<u><a href="http://www.cyberbullying.org/">http://www.cyberbullying.org/</a></u>
Childnet International	<u><a href="http://www.childnet-int.org/">http://www.childnet-int.org/</a></u>

## ***Lesbian, Gay, Bisexual and Transgender***

EACH	<u><a href="http://eachaction.org.uk/">http://eachaction.org.uk/</a></u>
Schools Out	<u><a href="http://www.schools-out.org.uk">www.schools-out.org.uk</a></u>
Stonewall	<u><a href="http://www.stonewall.org.uk/">http://www.stonewall.org.uk/</a></u>

## ***Special Educational Needs and Disability***

Mencap	<u><a href="http://www.mencap.org.uk">http://www.mencap.org.uk</a></u>
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