



To Inspire and Achieve

Anti-



Policy

ANTI-BULLYING POLICY

1.0 Definition of bullying

Bullying is behaviour which makes other people feel uncomfortable or threatened whether this is intended to or not.

There are different sorts of bullying, but the three main types are:

PHYSICAL – e.g. hitting, kicking, groping, taking or hiding belongings including money.

VERBAL – e.g. name-calling, racist or sexist comments, teasing, insulting, and writing unkind notes.

EMOTIONAL – e.g. being unfriendly, excluding, threatening/tormenting, spreading rumours, looks.

People react differently. It is not always possible to tell if someone is hurt or upset.

2.0 Aims

The aims of our anti-bullying policy are:

- To clarify for students, staff and parents that bullying is always unacceptable.
- To foster an environment where independence is encouraged and individuals can flourish without fear.

EVERYONE HAS THE RIGHT TO FEEL SAFE AND BE HAPPY IN SCHOOL AND TO BE PROTECTED WHEN HE/SHE IS FEELING VULNERABLE

2.1 Possible signs

Students who are being bullied may show changes in behaviour such as becoming withdrawn, shy and nervous, feigning illness or clinging to adults. They may show changes in their work patterns, may lack concentration or may even truant from school.

2.2 Encouragement to tell

It is important to create an atmosphere where the students who are being bullied and others who know about it, feel that they will be listened to and believed, and that action will be swift but sensitive to their concerns.

Not telling protects the bully or bullies and gives the message that they can continue, perhaps bullying others too.

3.0 Procedures

In the first instance, it is important to make it clear to the victim that revenge is not appropriate and to the bully that his/her behaviour is unacceptable, and has caused distress. Every effort is made to resolve the problem through counselling of both parties. Regardless of the outcome, parents of both parties are informed in writing of what has happened, and how it has been dealt with. It is vital that everything that happens is carefully recorded in a clear factual way.

3.1 On the first occasion, a pupil who has been bullying another pupil would expect to be detained after school up to 4.00pm.

If the bullying behaviour continues and counselling has not worked then the following sanctions will apply:

- 3.2** If bullying is repeated towards the same or a different student, then the bullying student's parents would be formally invited into the school to discuss the problem, to try to identify the causes and take appropriate action.

The appropriate Head of Year and Deputy Head would conduct this formal interview.

A further period of detention would follow at the Deputy Head discretion in liaison with the appropriate Head of Year. If there is no adjustment in attitude the pupils concerned would then be formally warned, in front of their parents that if they continue to bully other students then they could expect to be suspended for a period of time.

- 3.3** If the bullying continues then the Deputy Head would recommend the sanctions warned in the parental interview to the Head teacher. At all times in the above process the opportunity for counselling to diffuse the situation would be sought.

The situation would then be monitored closely when a student returns from a period of suspension. It is important that counselling is maintained for both parties, even when sanctions have been applied.

4.0 To Students

If you are being bullied, or you know that someone else is, please tell us straight away, and it will be dealt with. Not telling means the victim will continue to suffer and the bully will carry on, probably bullying others too. We all have a responsibility to make sure that bullying is not allowed to continue in our school.

5.0 To Parents

If you think your child is being bullied, or he/she tells you that this is so, please let us know straight away. Please reassure your child that we will deal with it sensitively but firmly. If your child tells us that he/she is bullying others, we will contact you, and will discuss together how the situation can be improved.

6.0 To Non-Teaching Staff

If you think bullying is happening, report it immediately to a member of staff.

7.0 To Teachers

If you think that bullying is happening, talk to the students concerned and ask them what is happening, either ask them to write it down, or do so yourself, so that it can be passed on to the appropriate Head of Year. We all need to be particularly vigilant during lesson times, at breaks, during lesson changeovers, around corridors in the designated play areas, and the toilets. There are times and places where victims are more vulnerable and bullying is not easily seen.

7.1 Curriculum work can enhance this policy.

- a) By dealing with the topic of bullying in a way, which explores why it happens, and gives alternative ways of behaving, and dealing with difficulties. Assemblies and PSHCE lessons may be especially appropriate for this.
- b) By using teaching methods which encourage co-operative work and a variety of groupings so that students extend their relationships beyond a small group of friends.