



## ANTI- BULLYING POLICY AND STRATEGIES

### General Statement

The School Standards and Framework Act 1998 requires maintained schools to have an Anti Bullying Policy.

The governing body values the good relationships fostered by the school, and expects that every allegation of bullying will be taken seriously. Some experts say that a child should be treated as being bullied simply because he/she says that they are. The governors consider that this is the attitude that this school should adopt. It is better this way round than to tell pupils 'not to be so sensitive'.

All staff, pupils and parents should be aware of the negative effects that bullying can have on individuals and the school in general, and should work towards ensuring that pupils can work in an environment without fear.

Bullying is unacceptable in this school and will not be tolerated. The school also recognises that because of the verdicts in bullying cases it must take note of bullying perpetrated outside school which spills over into the school. The school will do what is reasonably practicable to eliminate any such bullying.

### AIMS

- to demonstrate that the school takes bullying seriously and that it will not be tolerated;
- to take measures to prevent all forms of bullying in the school and on off-site activities;
- to support everyone in the actions to identify and protect those who might be bullied;
- to demonstrate to all that the safety and happiness of pupils is enhanced by dealing positively with bullying;
- to promote an environment where it is **not** an offence to tell someone about bullying; or
- to promote positive attitudes in pupils (including assertiveness training).

### Definition of Bullying

Bullying is deliberately hurtful behaviour, whether physical or psychological, repeated over a period of time where it is difficult for those being bullied to defend themselves.

According to 'Kidscape':

- it involves aggression (deliberate) and unequal power relationship; and it results in Pain and Distress and is persistent.

## **Responsibilities**

The Head

The Head has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils.

The Head will:

- ensure that all staff have an opportunity of discussing strategies and reviewing them;
- determine the strategies and procedures;
- discuss development of the strategies with the Leadership Group
- ensure appropriate training is available;
- ensure that the procedures are brought to the attention of all staff, parents and pupils; and
- report annually to the governing body.

Senior Assistant Head will:

- be responsible for the day-to-day management of the policy and systems;
- ensure that there are positive strategies and procedures in place to help both the bullied and bullies;
- keep the Head and designated teacher informed of incidents
- arrange relevant staff training;
- determine how best to involve parents in the solution of individual problems.
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Pastoral Leaders will:

- be responsible for ensuring that the school's positive strategies are put into practice; and
- know the school's procedure and deal with any incidents that are reported.

Form Tutors will:

- be responsible for liaising with Progress Coordinator over all incidents involving pupils in their form;
- be involved in any agreed strategy to achieve a solution; and
- take part in the anti-bullying programme in the PSHE and Citizenship course.

All Staff will:

- know the policy and procedures;
- be observant and to ask pupils what is happening to them;
- deal with incidents according to the policy;
- never let any incidence of bullying pass by unreported, whether on-site or during an off-site activity; and
- participate in the PSE and Citizenship course.

### **Anti-Bullying Education in the Curriculum**

The school will raise the awareness of the anti-social nature of bullying through a PSE and Citizenship programme, school assemblies, the school council, use of tutorial time and in the national curriculum programmes of study as appropriate.

- A Head is responsible for initiating and developing with appropriate colleagues an anti-bullying programme as part of the PSE and Citizenship course; and
- Heads of Department/subject heads are responsible for introducing anti-bullying material in their programmes of study as appropriate.

Changing the attitude and behaviour of bullies will play a major part in the strategies used by the school.

### **Procedures**

How is bullying shown?

It can be:

- Physical;
- Verbal;
- social or psychological;
- cyber bullying; and
- often an inter-relationship between classes/groups.

## Signs of Bullying

Pupils who are being bullied may show changes in behaviour, eg becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be changes in work patterns, a lack of concentration, or truancy.

All staff should be aware of these possibilities and to report promptly any suspicions of bullying to the Head of Year/Department.

Pupils will be encouraged to report incidents of bullying.

Form Tutors and PSE teachers will include anti-bullying training in their programmes.

## Dealing with Incidents

- if bullying is suspected or reported the incident will be investigated and dealt with initially and immediately by the teacher approached;
- if a racial element to the bullying is suspected the Head must be informed immediately;
- the teacher will record the details of the incident and inform the Progress Coordinator
- the Progress Coordinator will interview all the parties and make a record;
- staff teaching the bullied pupil and the form tutor will be informed;
- the Progress Coordinator will determine in consultation with the Assistant Head the appropriate strategy and plan of action to combat the bullying;
- parents will be kept informed by the Progress Coordinator and any sanctions against the bullies will be determined by the relevant member of staff

## **Bullied Pupils**

Staff who deal with pupils who have been bullied must always offer reassurance. Pupils who have been bullied will be given support determined by the (Head of Year/Department/Form Tutor?) in consultation with the pupil.

## **Bullies**

Changing the attitude and behaviour of bullies will be part of the responsibility of the positive procedures used by the school. However, the school recognises that sanctions will also have to be used against bullies.

## **Sanctions**

Any of the school's formal punishments can be used against bullies as appropriate. For persistent offenders or incidents considered as gross acts of aggression a pupil could be permanently excluded.

### **Stage 1**

- The bully and the victim are interviewed separately by Form Tutor/Progress Coordinator
- The bully is made aware of the consequences of his/her actions. Guidance/strategies will be suggested in how the unacceptable behaviour should change
- The victim is given guidance/strategies in how to deal with inappropriate behaviour in a positive way

### **Stage 2**

- Where the bully persists in showing anti-social or unacceptable/inappropriate behaviour a detention is set and detention letter with reason sent out to parent consequences of continuation are outlined

### **Stage 3**

- Where the bully continues to persist in anti-social, unacceptable, inappropriate behaviour an exclusion is set - parents are contacted to attend a PSP meeting with Pastoral Leaders. Consequences of continuation are outlined to all parties

### **Stage 4**

- Represents wilful refusal to engage with the school and a persistence in anti-social unacceptable inappropriate behaviour towards others,
- Permanent exclusion is a strong possibility

## **Involvement of Parents**

Parents, as well as all staff and pupils, should know that the school will not tolerate bullying, and takes a positive approach to educating pupils to combat it.

Parents of pupils who are being bullied and parents of the bullies will be involved in the solution to the problem as appropriate by the relevant Head of Year/Department in consultation with the Deputy Head/designated Teacher.

Parents will be informed of the policy and procedures and the possibility of permanent exclusion following gross acts of bullying.