

ANTI-BULLYING POLICY

1. Statement of Intent

We are committed to providing a caring, friendly and safe environment for all our students so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is anti social behaviour and affects everyone: it is unacceptable in this school and will not be tolerated. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that ANYONE who knows that bullying is happening is expected to tell a member of staff and should not avoid the issue. We will respond promptly and effectively to issues of bullying.

2. Definition

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time where it is difficult for those being bullied to defend themselves because of the imbalance of power. It must not be confused with the usual childhood/teenage squabbles and arguments where individuals "fall out" with one another. Staff will act so that these will not be allowed to get out of hand either.

Bullying can be;

Emotional	- being unfriendly, excluding, tormenting,(e.g. hiding books, threatening gestures)
Physical	- pushing, kicking, hitting, punching or any use of violence
Verbal	- name-calling, sarcasm, spreading rumours, teasing, intimidation
Racist	- racial taunts, graffiti, gestures
Sexual	- unwanted physical contact or sexually abusive comments and gestures
Homophobic	- because of, or focussing on the issue of sexuality
Cyber	- name calling, spreading rumours, intimidation, threats, racist comments etc by phone, text or via computer

Students who are being bullied may show changes in behaviour. For example, there may be evidence of changes in work patterns, lack in concentration or truanting from school. These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated. Students will be encouraged to report bullying to the teachers or other adults in the school. Parents are encouraged to approach the school to discuss any concerns or worries.

3. Objectives

- All students, parents, staff and governors should have an understanding of what bullying is
- Staff and governors should follow the school policy when bullying is reported or suspected
- All students and parents should know what the school policy is on bullying and should tell a member of staff if bullying arises
- As a school we take bullying seriously. We will use a range of proactive and reactive strategies to combat bullying. These include:
 - ⇒ Proactive - Student surveys, poster campaigns, improving supervision in known problem areas, work within the curriculum e.g. Drama, PSHE and Citizenship, Peer support and Buddy schemes, including cyber mentors. Assertiveness training, Featuring bullying in school assemblies, display of anti- bullying code of conduct, discussion in School Council, training for staff, information for parents, opportunities created by our partnership with BeatBullying organisation
 - ⇒ Reactive - Counselling for victims, Peer Counselling, Mediation as a way of resolving disputes, supervised rooms for victims, sanctions if bullying is proven, monitoring, restorative justice
- Students and parents should be assured that they will be supported when bullying is reported

4. Reporting Procedures

- If bullying is suspected or reported, the incident will be dealt with as quickly as possible by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Head of Year
- Heads of Year will interview all concerned and record outcomes on the files of both the bully and bullied students. The incident should also be logged on the Bullying Log on the school system
- Form tutors and subject staff will be kept informed and will be asked to monitor the behaviour of the students concerned
- Parents will be kept informed. They are discouraged from taking matters into their own hands and should not approach a student whom they suspect of being a bully; they should speak to school staff

5. Students who are victims of bullying will be:

- offered an opportunity to discuss their experience with their form tutor or another member of staff
- reassured
- offered on-going support
- offered counselling to restore self-esteem and confidence
- offered peer mentoring or counselling
- offered the use of a supervised room for as long as it may be needed

6. Students who have engaged in bullying behaviour will be helped by:

- discussing what has happened
- discovering why the student became involved
- establishing the wrong doing and the need to change
- informing parents or carers to help change the attitude and behaviour of the student

7. The following disciplinary steps may be taken:

- official warnings to cease offending
- exclusion from certain areas of the school premises or certain activities
- detentions
- referral to senior staff, to external agencies e.g Educational Welfare Officer, Police Liaison Officer, Behaviour Support Team, Connexions PA
- internal fixed term exclusion/seclusion
- external fixed term or permanent exclusion

8. Monitoring and Review

This policy will be monitored, evaluated and reviewed annually by the school's Leadership and Safeguarding Teams. Bullying falls under the remit of the DSL as well as the Safeguarding Lead Governor.

Reviewed: December 2016