



Anti Bullying Policy

Sponsorship & Review

1 Sponsor
Deputy Head Pastoral

2 Reviewed
April 2017

3 Revised
April 2017

Anti Bullying Policy

Rational

We believe that children have a right to have a positive school experience where they can make progress in all areas of their personal development. We work hard to provide a safe, nurturing environment where proactive measures are taken to ensure all students are protected from all types of bullying. Bullying can be defined as :

- Physical abuse – physical violence, extortion, abuse of personal property.
- Emotional abuse – social isolation.
- Verbal abuse – derogatory name-calling, verbal intimidation.
- Sexual abuse – all incidents of harassment.
- Homophobic abuse – all incidents of harassment.
- Racial abuse – all incidents of harassment.
- Cyberbullying – bullying via use of technology, whether that is over a cell phone through texting or e-mails or Facebook or any other form of social media.

Aims

1. To provide an environment where any form of bullying is not tolerated, and where all members of our community show a mutual respect for each other.
2. To foster positive working relationships where everyone feels confident to achieve their full potential.
3. To ensure that clear messages are given that any form of bullying will not be tolerated.
4. To ensure that there are robust systems in place to enable concerns to be reported and dealt with effectively providing support from the victim and appropriate action for the perpetrator.
5. To ensure any student who experiences any form of bullying has advice about the various strategies that can be used to deal with bullies and has a point of contact should there be any further concerns

Guidelines

1. Students who are victims of bullying should report their anxieties immediately to:-
 - Parents
 - Form Tutor
 - Pastoral Manager
 - Deputy Head Pastoral
 - Any member of staff or Student Leader / Mentor.
2. Reported instances of bullying will always be treated seriously by the staff and investigated.
3. Once an instance of bullying has been substantiated, the aim will always be to resolve the problem quickly and effectively.

4. Persistent and malicious bullying should involve the parents of both the victim and the bully and there should be appropriate action and sanction issued e.g.
 - Fixed term exclusion.
 - Changing teaching groups.
 - Isolating the bully at break/lunchtime
 - Involvement of external agencies
 - Accurately recording the incidents on the Event Log.
 - Possible permanent exclusion by the Principal.
5. Counselling the bully should always be part of the plan of action and on-going support for the victim should always be implemented.

Sanctions:-

Bullying incidents are dealt with using the same sanctions as for other behaviours which are outlined in the school's Behaviour for Learning Policy using a staged approach.

Continuous low-level bullying over a period of time will be considered to be more serious and students will face increasingly severe sanctions in line with the school's Behaviour for Learning Policy.

Very serious incidents will be dealt with by a member of the Senior Leadership Team and may result in permanent exclusion.

Bullying : Support for the Victim

As a school we recognise that it is not only vital to deal with bullies quickly and effectively, but also support for students who are bullied is of equal importance.

All staff should be aware that bullying may have a long-term effect on the student's happiness and ability to learn effectively. Reassurance will therefore need to be ongoing after an initial explanation of how the bully is to be punished.

Sometimes it may be appropriate for both parties to be brought together for reconciliation. Students who have been bullied should be encouraged to talk to their parents about the situation even though they will have been contacted officially by the school.

Students must be told to report further incidents of bullying if the initial sanction doesn't produce total success. They should tell any member of staff with whom they feel comfortable. Regular monitoring of the bullied child should be carried out by the Form Tutor or Pastoral Manager. These staff will also recommend a safe base for the child to use at break times and lunch if they so wish. e.g. the Library, Learning Support Unit or a Supervised Curriculum area. If it looks as if it would be helpful, this base could also be the venue for the child to discuss issues with a circle of friends. In serious cases the Educational Psychologist, School Nurse or Behaviour Support Representative may lead these group discussions. Student Leaders / Mentors will not only provide support but they will also be in a position to pass on important information to staff.

Whether it be in a group session or in the form of individual advice, the victim will be given specific guidelines to follow by way of support e.g. look confident, 'walk tall', don't retaliate, avoid being alone and always report bullying.

Threats of violence towards students or staff will be taken seriously and will not be tolerated. Any such threat will lead to sanctions such as exclusion / removal from school for an appropriate period of time, possibly permanently. Parents will be fully involved in and made aware of actions taken, as well as the required monitoring of outcomes following such an event.

Threats of violence involving weapons will always result in Senior Leadership Team (SLT) investigation / review and sanctions such as exclusion from school. Such threats will lead to police involvement to emphasise the significance and seriousness of the consequences of such actions. The use of student searches (suitably supervised and witnessed) will be used to support the monitoring of students considered to require such intervention/monitoring.

In cases of cyber bullying; which typically can occur out of school hours, but still impact within school; support and advice will be given to parents with appropriate action taken. Students need to take responsibility for the decisions they take and be fully aware as to the consequences of their actions. Parents will be always be encouraged to contact the police to resolve out of school issues.

Our aim is to always keep parents involved, having close communication to ensure progress can be made. We welcome feedback of any kind to ensure our systems, policy and practice provide every element of support required.