



ANTI-BULLYING POLICY

Aims

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Definitions

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)

What a member of staff may see.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

The Head Teacher

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Procedures for all staff

Pupils must be encouraged to report bullying in schools. Schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the member of staff who has been approached will use the severe clause from the school behaviour policy to deal with the incident immediately.
- A clear account of the incident will be recorded in the appropriate class behaviour book and this will be given to the Behaviour Coordinator, who will inform the other members of the Leadership team (HT, DHT).
- A Member of the Leadership team will interview all concerned and will record the incident on the pupils' individual record on SIMS.net.
- The member of the leadership team involved will inform the parents of the incident, (i.e. the parents of the perpetrator and the victim)
- Classroom staff will be kept informed and if it persists they will advise the Learning Mentor and other appropriate staff.
- Parents will be kept informed.
- Sanctions will be used as appropriate and in consultation with all parties concerned.

Guidelines for Staff dealing with an incident.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with an appropriate member of staff of their choice.
- reassuring the pupil.
- offering continuous support.
- restoring self-esteem and confidence which may include individual work with the Learning Mentor.

Pupils who have bullied will be helped by:

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

The following disciplinary steps can be taken:

- official warnings to cease offending.
- exclusion from certain areas of school premises.
- fixed-term exclusion.
- permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, the SEAL project, (social emotional aspects of learning) assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Recommended by the Curriculum and Standards Committee July 2009

Accepted by the Governing Body

Date for Review Summer 2010.

July 2009