

## **Anti-Bullying Policy**

This school policy is based on Education Act 2002, Every Child Matters 2004, Education and Inspections Act 2006, Equalities and Discrimination Legislation.

Named Anti-Bullying Co-ordinator is J Chisholm, School Social Worker.  
Senior Staff Anti-Bullying Leader is G Todd, Senior Leader.  
Governor is Jacqueline Fairbairn.

### **Aim**

Bullying can take many forms, verbal, mental and physical. All forms are harmful to the victim, the bully themselves and the community as a whole. The school is committed to eradicate bullying in all its forms.

### **Objectives**

- To identify all the forms of bullying and devise ways of dealing with them.
- For staff to keep a close watch for signs of bullying.
- For staff to be trained in what to look for and how to deal with bullying.
- For a clear set of punishments to be worked out for all kinds of bullying.
- For counselling to be provided for bullies and their victims.
- For assemblies, SPACE lessons, tutor periods and the curriculum in general to allow time to be put aside to discuss bullying and our reasoning & policy towards it. To enable students to understand the fine line between acceptable behaviour, fun and bullying as well as the devastating effect bullying can have on an individual.
- For a mechanism to be made available for students to anonymously report instances of bullying – the communications box.
- For the Student Voice to regularly review and report on bullying in the school.
- For rooms to be identified where students can go for refuge from bullying.

### **Strategies**

These activities are considered to be bullying:

Direct bullying:-

- Verbal bullying or name calling
- Winding people up
- Damaging property
- Taking and hiding property
- Constantly irritating people
- Mimicking

- Forming intimidating gangs
- Isolating people
- Physically threatening
- Actually hurting someone

Indirect bullying:-

- Using technology (e-mail, text, mobile phone messages, Facebook, MSN, etc.) to abuse or intimidate others

To display the activities that are considered to be bullying in the Student planner and use these as the focus of class discussion.

Punishments are in line with the school sanctions policy. All incidents will be recorded. The school will assess the seriousness of the incident. Work will be done with bullies to change behaviour. First offences receive a warning. After that punishments are applied consistently. This includes detentions, exclusions and parental involvement inline with the Negative Consequences chart.

Staff receive training on what to look for, the procedures for referring, and what sanctions to apply. Solution focussed counselling is in operation.

The school is well patrolled to provide adequate surveillance.

Rooms, such as the library, social area, and computer room are staffed and available for students to use as a retreat.

The Social Area, Learning Support Room, Deputies Room and Student Support areas should be available for distressed victims to seek help and comfort.

Student Support staff are trained to counsel students who are either victims or bullies.

Bullying is incorporated as a topic into the curriculum. It is dealt with by form tutors, SPACE tutors, classroom teachers and in assemblies on a regular and integrated basis. The two most important areas being in English and SPACE where liaison between the two areas produces a coherent programme. This is supported by the rest of the curriculum and ethos of the school.

A communications box is provided near the office for students to provide information, anonymously or openly and in complete confidence, as to the bullying going on in the school and their concerns.

Student Voice has bullying as a regular entry on the agenda with a view to reviewing the present situation and offer further solutions.

## **Procedures and Guidelines**

### **For Students**

When you see someone being bullied **Take Action**. Things you can do (depending on you and the situation):

- Tell the bully to stop.
- Get the victim away from the bully.
- Support the victim by being friendly.
- Tell an adult quickly.
- Do not tolerate or encourage bullying in your class.

## **For Parents**

- Watch for early signs of distress - deterioration of work, illness or reluctance to get up and go to school.
- Listen sympathetically to stories of incidents and, afterwards, note down details and names.
- Report the matter to the Learning Co-ordinator at the school, even if your son does not want you to.

## **For Teachers**

- Be alert and watchful.
- Watch for early signs of distress - deterioration of work, illness or reluctance to go to school, unhappiness, isolation.
- Listen carefully to all reported incidents of bullying and record details to pass to the Learning Co-ordinator on a pink or yellow incident form.
- Create a classroom atmosphere where bullying is strongly disapproved of and countered.
- Step in and deal with all incidents encountered around the school.
- Respond immediately to incidents of name calling, insults, harassment or physical abuse by making it clear that the behaviour is unacceptable and the consequences will prove severe.
- Offer the victim immediate support and help.
- Encourage students to use the anonymous 'Communications Box'.
- Deal with bullying by applying appropriate sanctions as described in the sanctions policy.

## **Learning Co-ordinator**

File pink or yellow slips on student's permanent school record.

Follow up serious or persistent problems with support/counselling for the victim and counselling/sanctions for the bully.

Keep parents of both parties informed of action taken if it is appropriate and brought into school to discuss the matter if the problem persists.

Involve the Headteacher, Deputies and/or Governors if the bullying is likely to result in an exclusion.

This Policy is based on "Safe to Learn" – Department for Children, Schools and Families. "Anti-Bullying – Guidance for Schools" – Healthy Schools and is in line with the Child Protection Policy.

**WE ARE PART OF THE ANTI-BULLYING CHARTER**

Reviewed July 2010