

ANTI-BULLYING**OBJECTIVES**

- To create a happy and positive school environment in which all people can feel secure and unthreatened and able to work to achieve their full potential.
- To reduce the amount of bullying in school to an absolute minimum.

WHAT IS BULLYING?

Bullying is usually a deliberate desire to upset or hurt and put a person under stress. Sometimes this can be unconscious and not intended but if a person's actions cause discomfort, pain and upset then it is still bullying. The most common cause of bullying occurs in school when friends fall out.

Bullying

- hurts
- is threatening
- frightens
- has a significant impact on an individual's self-esteem.

Sometimes the bully will get others to gang up on the victim.

Bullying comes in a variety of forms:

Physical	e.g. hitting, kicking, spitting
Verbal	e.g. frequent name calling, repeated teasing, insults or threats and unacceptable comments about gender, disability, appearance, race or sexuality.
Isolation	e.g. exclusion from discussions/activities by those they believe to be their friends
Damage to property or theft	e.g. interfering with belongings, vandalism and theft of property or physical threats so that the victim parts with property
Cyber	e.g. malicious messages via text messages/social media.
Sexual harassment	Unwelcome touching or language e.g. suggestive comments.

Warning signs that pupils are being bullied:

- Unusually cautious, sensitive and quiet – not their normal selves – reluctant to talk about things, go out with friends, or do things they would normally do
- Reluctant to come to school
- Develop a negative view of themselves. Victims of bullying tend to look upon themselves as failures and feel stupid, ashamed and unattractive
- Frequent headaches or stomach aches; visits to Reception or Medical Room
- Their work suffers and grades go down
- Unpleasant comments written in victims' books, pencil cases, on the whiteboard etc.
- Loss or damage to clothing, books or other property.

RIGHTS AND RESPONSIBILITIES OF STAFF AND PUPILS

Everyone has the right to live in the school community without fear, and to have their contribution to school life valued. To this end, no form of bullying will be tolerated. We all have a duty to intervene in an appropriate way if someone is being bullied, to support those who are victims, and report any incidents to someone in authority. There can be no innocent bystanders: in an environment of openness, bullying will not thrive.

The most important contribution to the elimination of bullying is a positive, challenging culture in which our expectations of our own behaviour towards others are consistently high.

All members of the school community should help to create a climate in which bullying can be reported in the knowledge that it is unacceptable and will be dealt with swiftly and effectively.

Bullying in its various forms, and its consequences, are discussed as part of the PHSE programme at all levels of the school and will be addressed in whole school assembly themes and thought for the week in Tutor time. Heads of House go through policies and procedures with pupils within the first two weeks of each academic year, to ensure pupils are clear about what bullying is and how it is dealt with within the school.

PROCEDURE ONCE BULLYING IS REPORTED

1. Heads of House investigate all allegations of bullying, together with form tutors or other members of staff.
2. Serious cases are referred at once to the school's SLT Team, interviews conducted with two members of staff present and signed statements made. The pupils are asked to sign the statement.
3. Reconciliation is attempted, including acknowledgement of the harm done and an apology. Appropriate support is offered.
4. It is made clear to the perpetrators that any repetition of bullying behaviour will result in severe punishment, such as temporary or permanent exclusion.
5. Records are kept of all significant incidents, and parents informed.

RECORDING INCIDENTS

1. Enter all information about bullying incidents, reports and conversations with pupils on to My Concern. You may choose to upload an incident form to My Concern, if so, please use teacher names in full, not initials.
2. All records should be signed and dated by the person completing them (pupil or staff).
3. When pupils are interviewed regarding serious incidents, two members of staff should be present. The pupils should also be asked to sign the resultant statement.
4. Please make clear in the incident report what the follow-up was, what sanction was given, whether parents were contacted, whether any support was given or planned for.
5. Pupils (offender or victim) must be offered the opportunity of further support in school.

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