



Anti-Bullying Policy

Person Responsible:	Mrs H Mukherjee	Frequency of Review:	1 Year
Authorisation By:	Headteacher	Notice Date:	01/10/2018
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1 Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively.

Anyone who knows that bullying is happening is expected to tell a member of staff.

2 What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional** - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** - pushing, kicking, hitting, punching or any use of violence
- **Racist** - racial taunts, graffiti, gestures
- **Sexual** - unwanted physical contact or sexually abusive comments
- **Homophobic** - because of, or focussing on the issue of sexuality
- **Verbal** - name-calling, sarcasm, spreading rumours, teasing
- **Cyber** - All areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities

3 Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

4 Objectives of this Policy

- All governors, teaching and support staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and support staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

5 Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

6 Staff Procedures

- Investigate every complaint as soon as possible.

- Make sure a written record is kept.
- Decide upon whether the incident is of a very serious nature (e.g. repeated name calling or of a physical nature) or of a less serious nature (e.g. an isolated incident of name calling)
- An isolated incident of a less serious nature:
- The student or students involved in the incident is/are to be spoken to and a verbal warning is to be issued to the bully.
- The incident is to be followed by referring it to the Student Support Team who will follow up by speaking to all involved a week later to make sure the situation is resolved.
- Any incident where a verbal warning has already been given or the bullying involved physical violence:
- The Student Support Team to deal with incident
- Parents of both the bully and victim are to be informed.
- Bully to be isolated and interviewed about his/her actions and consequences.
- Suitable sanctions for incident to be given (i.e. if incidents are happening at Break then the bully will be removed from the school population during critical times).
- Bully and victim made fully aware that any further bullying will lead to internal isolation or fixed term exclusion.
- All incidents to be followed up by Student Support Manager and/or Form Tutors.

7 Strategies for Staff

- Be available and willing to listen
- Use the peer group as a positive resource in stopping bullying
- Offer the victim immediate support by putting school procedures into action
- All observed acts of bullying must be dealt with immediately
- Help the bully to realise the hurtfulness of their actions
- Bullying is always wrong and the victim must never feel guilty
- Break up groups of bullies by not allowing them to associate together
- Look for the reason why the bully bullies

8 Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, isolation or exclusion will be considered
- 3) If possible, the students will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

9 Prevention

We will use a range of methods for helping to prevent bullying. As and when appropriate, these may include:

- Peer Mentors
- Reflecting on behaviour booklets
- signing a behaviour contract
- Assemblies
- Tutor time activities
- Dealing with bullying issues in PSHCEE/English/Drama
- Having discussions about bullying and why it matters.

10 Help Organisations

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.