



BULLYING

Anti-bullying policy

The policy is a whole school approach.

Aims:

- To prevent, de-escalate and/or stop any continuation of harmful behaviour.
- To react to bullying incidents in a reasonable, proportionate and consistent way.
- To safeguard the pupil who has experienced bullying and to trigger sources of support.
- To apply disciplinary sanctions to the pupil causing the bullying.

Preventative Strategies:

- Bullying may be resolved with a simple word, but no single plan is always successful. The golden rule, to involve the pupils as part of the solution and not part of the problem, is far more effective.
- Bullying is raised as a topic within PHSE and citizenship or in drama, literature, history or during assemblies. This reinforces the school's anti-bullying ethos.
- Promoting open and honest reporting.
- Targeting key times and locations where bullying may be more prevalent.
- Use of disciplinary sanctions and learning programmes to deal with those pupils found to be bullying – to hold them in account for their behaviour and to face up to the harm they have caused.
- Use praise and reward systems to reward good behaviour;
- Get pupils' views and help them develop listening and empathising skills, as well as building a sense of community;

Reactive aids:

- 'Help me' Boxes, where pupils can place anonymous reports;
- Counselling;
- Pupils involvement in deciding what should happen to those accused of bullying;
- Peer counselling / active listening;
- Peer mediation;
- 'No blame' and 'shared concern'. The bully to be made aware of the victim's distress, to accept responsibility for their actions, and to help to find solutions;
- Punishment – sanctions for serious or persistent bullying (to include the involvement of parents).

Guidelines for pupils:

- If you are being bullied you must tell.
- All incidents, no matter how minor, will be investigated.
- If you remain silent, you will continue to be bullied.
- No person has the right to make another feel unsafe in school.
- The bully is often a victim too and needs help.

Guidelines for adults:

- Take all reports seriously. They should never be dismissed without enquiry.
- Encourage every child to tell. Pupils need to know that an adult will listen and react and that they will be dealt with sympathetically and fairly.
- Give enough time to ensure all parties are listened to.
- Reassure pupils being bullied that it is not their fault.
- Inform all staff when bullying is discovered and involve them in sanctions if appropriate.
- Parents should come and talk to school if they think there is a problem. School should inform parents if they think there is a problem.

Sanctions:

These are intended to hold pupils who bully to account for their behaviour and ensure they face up to the harm they have caused and learn from it. They also provide the opportunity for the pupil to put right the harm they have caused.

The sanctions/consequences reflect the seriousness of the incident.

When strategies and sanctions do not resolve the problem, permanent exclusion may be justified in the most serious and persistent cases.

Sanctions include:

- Time out / detention.
- Referral to Form tutor.
- Referral to Headteacher – resulting in parental involvement.
- Report cards.
- Behaviour contracts.
- Temporary exclusion.
- Permanent exclusion.

Disciplinary penalties have these three main purposes:

- Impress on the perpetrator that what has been done is unacceptable.
- Deter him/her from repeating that behaviour
- Signal to other pupils that the behaviour is unacceptable and deter them from doing it.