

## **ANTI BULLYING POLICY**

This policy was produced by the school as a whole involving all pupils and staff. It has been communicated to parents and their advice sought.

### **Aim**

The main aim of our policy is to create the real belief amongst pupils that if they report incidents of bullying, these will be taken seriously and be properly investigated by the school. It is important to gain the confidence of pupils that they will not be accused by their teachers of being over-sensitive or exaggerating events. Although pupils should be encouraged to tell if they are being bullied, it is still vital for teachers and parents to observe an act in certain situations, thereby taking the initiative for the victim.

### **Definition**

Bullying is **physical** or **verbal** action, usually repeated, which is deliberate and hurtful. Bullying affects the confidence of the victim and prevents the victim enjoying his/her own life.

### **Signs of Bullying**

We need to be aware of behavioural changes of children both in school and at home.

- Becoming withdrawn in school.
- Being isolated in peer group.
- Arriving in classes separately from other pupils.
- Not wishing to leave a classroom until all pupils have gone.
- Sleeplessness.
- Excuses not to go to school.
- Anxiety behaviour such as bed-wetting, nail biting.
- Injuries.
- Torn clothing.
- Loss of appetite.
- Lost belongings.
- Requests for (or stealing) money.

### **Prevention**

As a school we must do all we can to prevent bullying by:

- Reinforcing the school's view of bullying through the curriculum and all aspects of school life including assemblies and our work as tutors, particularly emphasising that to "tell" is the right and responsible thing to do.
- Using peer pressure against bullying behaviour.
- Ensuring that the school is adequately patrolled at break, lunchtime and at the end of the day.
- Giving help and ongoing support to victims.
- Making the unacceptable nature of the bullying behaviour and the consequences of any repetition clear to the bully and his/her parents.

- Helping and supporting bullies to change their behaviour.
- Seeking the involvement of outside agencies where necessary.

### **Process for dealing with bullying**

*All incidents of bullying should be reported and followed up by the appropriate member(s) of staff. It has to be recognised that although dealing with bullying is very time consuming it is important both for victims and perpetrators that incidents are talked through and recorded. It is also important to recognise that some cases are extremely complex and may prove very difficult to resolve.*

- All except the most minor incidents should be recorded to ensure that bullying behaviour is not repeated without being checked. Records of such incidents should be kept in the pupil files.
- Any incident of a relatively minor nature which seems unlikely to be repeated will be discussed with the offending person and recorded.
- An incident which is more serious or one which repeats a previous offence will need to be recorded in more detail usually by the offended person as well as the offender. The member of staff dealing with the incident will also record the outcome of his/her discussion with both/all parties. Copies of records will be passed to appropriate form tutors.
- Parents of all pupils involved in repeated or serious incidents will be informed (in writing) by the Head of Year and/or Pastoral Head and will be asked to telephone or visit the school to discuss the incident with an appropriate member of staff.
- Pupils who have bullied others have restrictions placed upon them e.g. restriction of freedom at breaks/lunchtime; detention at the end of the day until other pupils have left school.
- In cases of severe bullying a pupil may be excluded from school and if necessary the support of the governors to enforce exclusion would be sought.

