

Anti-Bullying Policy

Aim To provide a caring, friendly and safe environment in which everyone is able to work and learn in a welcoming and secure atmosphere.

Definition

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 eg hiding books, threatening gestures)
- Physical (pushing, kicking, hitting or any use of violence)
- Racial (racial taunts, graffiti, gestures)
- Sexual (because of, or focusing on the issue of sexuality)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Cyber (mobile phones, texts, emails, Face Book, other social media etc)

Objectives

1. To ensure that everyone in the School understands what bullying is and that it is unacceptable.
2. To encourage students to tell friends, parents and staff if they feel unsafe or threatened.
3. To provide support for students who have been bullied.
4. To deal firmly with those involved in bullying and to support their needs.
5. To provide opportunities for youngsters, families and staff to discuss issues.
6. To give students and parents confidence in the School's ability to deal with bullying sensitively and effectively.

Procedures

Headteacher / Deputy Headteacher

- To raise awareness of bullying and ensure that everyone knows what bullying is & takes it seriously.
- Ensure the delivery of the PSHE/Pupil Safety program during tutor group sessions which incorporates Anti-Bullying week, Internet safety and cyber-bullying and Equality and Diversity
- Ensure that colleagues take emotional and verbal bullying seriously. Make students aware that sexual, physical and racial bullying is likely to result in exclusion and possible police involvement.
- Encourage children and parents to inform the School of issues.
- Ensure that the School has the resources to offer extensive support to both bullies and their victims.
- Take responsibility for dealing with all serious issues and incidents.
- Model the friendly / assertive approach required in the world of work. Never be aggressive or intimidating.

Teachers / TAs

- Be visible around the site & alert to signs of bullying.
- Contribute to giving children the information they need to recognize what bullying is and how to deal with it.
- Ensure that all reported incidents of bullying are recorded / reported and that appropriate action has / is being taken.
- Inform / involve parents in every bullying situation. Make them aware of the resources the School has to support both bullies and their victims.
- Identify children in need of support. Ensure that such support is allocated.
- Identify children who feel at risk of bullying. Ensure that they know where there are quiet / safe areas to go to outside of lesson time.
- Model the friendly / assertive approach required in the world of work. Never be aggressive or intimidating.

All Staff

- Be alert to all forms of bullying and let no issue go.
- Take action and/or refer the issue to a line manager.
- Be sensitive to students' feelings. Be aware that some youngsters feel vulnerable and need support.
- Be assertive in dealing with students, but never aggressive or intimidating. Likewise, treat all colleagues professionally and with respect.
- Only use physical intervention if a youngster is in danger of hurting themselves or someone else as per the Use of Force Policy.

Children

- Understand what bullying is & its impact on others.
- Be aware of other people's feelings and sensitivities.
- Embrace equality and diversity and be respectful of staff and other students
- Understand that some 'jokes' are not commonly understood or appreciated.
- Encourage each other to tell parents/staff of issues.
- Be prepared to accept that people make mistakes and can learn from them. This includes people who have been involved in bullying.

Governors

- Monitor the conduct, tone and approach of the Headteacher through Staff Bulletins, meetings, visits to the School and conversations with staff, students and parents.
- Be ready to challenge him / her through the chair if you have concerns.

Parents

- Be alert to potential signs of bullying. Report concerns immediately to the School.
- Monitor your child's use of the Internet. Cyber bullying has become increasingly common.
- Feel able to contact the Headteacher by mobile phone or email if you have urgent concerns.