



Anti-Bullying Policy 2015

Date: 2015

Due for Revision: 2016

Lead Person: Headteacher

This Policy works in conjunction with our Behaviour Policy.

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying is defined as: deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The three main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups).

In relation to our pupils and staff who have a disability: we eliminate harassment and bullying through enabling and facilitating all staff to implement school policies and procedures through the following:

- Anti-Bullying
 - Behaviour
 - SEND
 - Inclusion
 - Disability Equality Scheme
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Pupils who are being bullied may show changes in behaviour such as; becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Pupils must be encouraged to report bullying in schools.

Schools' teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

All cases of bullying must be directed to the Senior Leadership Team.

Statutory duty of schools

Headteachers have a legal duty under the *School Standards and Framework Act 1998* to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Headteacher
- The Headteacher (or nominee) will interview all concerned and will record the incident
- Class teachers will be kept informed and if it persists the Headteacher (or nominee) will advise the appropriate members of staff
- Parents will be kept informed and the details of any monitoring arrangements explained
- Sanctions will be used as appropriate and in consultation with all parties concerned in line with the school behaviour policy
- If the Headteacher asks a senior leadership team member to manage a bullying issue on his or her behalf, that delegation: (a) will be clear, (b) will be communicated to staff and parents and (c) will include the requirement to keep the Headteacher fully informed.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of the leadership team, the learning mentor or counsellor
- restoring self-esteem and confidence by working with our learning mentors.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents/carers to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- official warnings to cease bullying
- exclusion from certain areas of school premises
- minor fixed-term exclusion

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- major fixed-term exclusion
- permanent exclusion.
- reassuring the pupil
- offering continuous support.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHCE, circle-time, assemblies and subject areas, as appropriate, in order to promote an anti-bullying ethos.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.
