

ANTI BULLYING POLICY

The policy is closely linked to:

- the overall school aims and promoting the ethos of our school;
- the school's equal opportunities policy;
- the school's behaviour policy;
- the school's safeguarding statement.

Bullying is defined in simple terms as, **any unwanted attention which is persistent – i.e. repeated unwanted attention after the perpetrator (person responsible) has been made aware of the consequences of their behaviour on the happiness and well-being of the person they are treating in this way.** It is for the victim, not the bully, to decide what is 'unwanted'.

The school recognises the serious nature of bullying and the consequences it can have on person experiencing the bullying. We believe it is important not only to deal with bullying when it happens, but to educate our pupils in order to prevent bullying occurring.

In practice, the issue of bullying is dealt with in:

- PSHCE lessons
- Assemblies
- Displays
- Special events
- Raising the awareness of parents

Students who are subjected to unwanted attention should:

- tell an adult they trust;
- be confident that they will be listened to and believe the matter will be investigated;
- be confident that their fears will be recognised;
- know that something will be done which **will not** 'make matters worse'.

Students who have reported bullying behaviour can expect:

- to have the incident recorded;
- to be told the outcome;
- to be monitored to check that bullying has not recurred.

Students who display bullying behaviour can expect:

- to have their behaviour challenged;
- to be helped to understand how they have made someone else feel;
- to be involved in putting things right;
- to have the incident recorded;

- to experience disciplinary consequences should they not respond to the requirement to cease this behaviour.

Students responsible for bullying are required not to repeat this behaviour.

Through the use of school assemblies, citizenship lessons, tutor time and staff counselling it is made clear that bullying, whether experienced or observed should not be tolerated. When there is knowledge of bullying students are advised to seek support from a member of staff, peer mentors, peace makers, prefects or school council members. In addition we strongly advise students who experience bullying to inform their families so that they may gain support at home. This is reinforced in the student planner.

Students who find themselves as victims, will be offered special support.

Serious and reported acts of bullying will involve parents being informed and may involve the police or may result in fixed term or permanent exclusion. There are clear steps involved in addressing the issue of bullying. If a person responsible for bullying does not stop their behaviour once advised of the negative impact on another member of our community, and the consequences of repeating this negative behaviour, the matter will be escalated. This means that referral will be made to more senior members of staff and ultimately the Headteacher. As the behaviour concern is dealt with by more senior members of staff, the disciplinary consequences become more severe.

It is required that all members of our community will treat one another with respect and will also show self-respect. No member of our community will be permitted to continue to act in a way which does contrary to our core values, which are:

We value all.

We respect all.

We believe in all.

We see the good and potential in all.

We have a strong sense of all having an entitlement to experience excellence & success.

We are all determined to 'do our best to be best that we can be'.

Other policy which has relevance to this policy is our Behaviour Policy

Anti Bullying Policy: Ratified by *Governors* 2014-2015
Reviewed February 2016 (no change to policy)
Review date: Spring 2019