



Behaviour Policy (SISW 5) Appendix I – Anti-Bullying Statement & Procedures

The School Aims

We aim to provide a happy and caring environment in which each student has the opportunity to achieve his/her potential and this anti-bullying statement is one way of achieving this aim. This statement and procedures will form part of the school's Behaviour policy and reference to it will be made in the Student Induction Packs.

All teaching and non-teaching staff, including lunchtime supervisors, should be alert to signs of bullying and act promptly and firmly, as students may see failure to respond to incidents or allegations as tolerating bullying. As bullying tends to occur in relatively unsupervised locations and unstructured times, eg break times, lunch times, movement between classes, cloakrooms, changing rooms, strategies and training of staff to cover these times may be required (Social Inclusion: Student Support, 4.30).

Types of **Bullying** – if persistent and wilful:

1. Physical – including vandalism of others property, graffiti etc
2. Verbal – including abuse of family, race, gender or sexual orientation
3. Stealing – taking money or other property from someone
4. Ignoring – exclusion from friendship groups
5. Gesture – including a 'look'
6. Rumour – starting or spreading
7. Cyber-bullying – internet, texting etc. of an unpleasant or threatening nature (see below)

Types of cyber-bullying include:

Text message bullying – sending unwelcome texts that are threatening or cause discomfort

Picture/video-clip bullying – using mobile phone cameras to make the person being bullied feel threatened or embarrassed, with images often being sent to other people. "Happy slapping" involves filming and sharing physical attacks.

Phone call bullying – via mobile phone – silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone owner is responsible. The perpetrators often disguise their numbers, sometimes using someone else's phone to avoid being identified

Email bullying – the use of email to send bullying or threatening messages, often using a pseudonym or using someone else's name to pin the blame on them.

Bullying through social media – a form of bullying where people are sent unpleasant messages or their image is used without their consent or unpleasant remarks are made about them.

Right to Search

The school reserves the right to search mobile phones or electronic devices (with or without students' consent) in accordance with the current DfE national confiscation guidelines on searching, screening and confiscation in schools – available on request from the school.)

Procedures to follow when bullying is identified:

STAGE 1

If possible, individuals who perceive themselves as the victims of bullying should talk to the person(s) causing distress. They may not realise that their behaviour is harmful. This may be enough to resolve the problem.

Alternatively the student should tell someone (tutor, a teacher, an Active Listener (trained student), friend etc) that they are being bullied or if they know of someone who is. No one should ever ignore bullying.

A meeting will be arranged with the tutor who will talk to the students involved and attempt to reach a resolution.

STAGE 2

For more serious or persistent offences, all parties will be interviewed separately and a written statement will be made of what is said. Further action would depend on the nature of the incident. The statement would be held by the Head of Year for at least one calendar year. The Head of Year and parents would be informed and the bullies warned (in writing) that further incidents may lead to fixed-term exclusion.

STAGE 3

Further incidents involving the same student would lead to a meeting with the Deputy Head and Head of House and probably temporary or permanent exclusion from school.

CONFIDENTIALITY

We do not believe that it is in anyone's best interest to promise confidentiality. Staff will deal with all cases sensitively and information will only be released to those who need to know.

We intend that this policy will raise awareness of and prevent bullying. It should help students to learn to respect each other as individuals.

We are required by law to record all incidents of bullying and such records are part of an annual county audit.

FURTHER GUIDANCE PROPOSALS

The emotional distress caused by bullying in whatever form – be it racial, or as a result of a child's appearance, behaviour or special educational needs, or related to sexual orientation – can prejudice school achievement, lead to lateness or truancy

and in extreme cases, end with suicide. A third of girls and a quarter of boys are at some time afraid of going to school because of bullying. Bullying is usually part of a pattern of behaviour rather than an isolated incident. Students should be encouraged to report any bullying to staff or to older students they can trust. Low report rates should not of themselves be taken as proof that bullying is not occurring.

MONITORING AND EVALUATION

This policy will be monitored on an ongoing basis involving Tutors/Heads of Year and the pastoral leadership team

All reported incidents of bullying will be logged detailing time, location, nature and severity of incident and outcome (as outlined on 'Bullying Report' – form available).

The success of this policy will be evaluated with reference to:

- Number and severity of incidents.
- Whether resolution is achieved/successful outcomes.
- Progression of incidents through stages.
- Student, staff and parent views.

See also bullying/racist Incident form (Appendix D)