



# ANTI-BULLYING POLICY

## Context

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Bullying can be defined as:

*behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally*

(The Department for Education (DFE))

*persistent unwelcome behaviour, mostly using unwarranted or invalid criticism, nit-picking, fault-finding, also exclusion, isolation, being singled out and treated differently, being shouted at, humiliated, excessive monitoring, having verbal and written warnings imposed, and much more. In the workplace, bullying usually focuses on distorted or fabricated allegations of underperformance*

([www.bullyonline.org/workbully/bully.htm](http://www.bullyonline.org/workbully/bully.htm))

We will use lessons, tutor time discussion, school publications, themed events during the academic year and assemblies to raise student awareness of bullying issues. We will use trained teams of student supporters and buddies to pick up, and react to, signs of student unhappiness caused by bullying.

Our approach will take account of the needs of all parties concerned whether as victim or perpetrator. All students, parents, and staff should be aware of our intolerance of bullying, and of their responsibility to report all such incidents they encounter.

This policy has been developed in accordance with the principles set out in the [Bullying: A charter for action](#) document

(The Department for Education (DFE))

Status	Non statutory
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## Purpose

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An effective anti-bullying procedure ensures that we:

- Prevent bullying
- Clarify procedures for dealing with bullying if it occurs
- Build on our school's declared values of being sensitive to others and of respecting others
- Build on our school's aim to establish an environment in which students work cooperatively together in order to achieve their best

Pupils who have been bullied will be supported by:

- Offering an opportunity to discuss the experience with a form tutor, Care & Guidance leader, peer mediator, or member of staff of their choice to ensure they are heard and know how to report bullying
- Offering an opportunity for mediation with the perpetrator reassuring the pupil to help them feel safe again
- Offering appropriate support

Pupils who have engaged in bullying behaviour will be helped by:

- Delivering sanctions and/or learning opportunities which hold them to account for their behaviour
- Establishing the wrongdoing and need to change
- Discovering why the pupil became involved
- Enabling individuals to learn to behave in ways that do not cause harm in future by developing their emotional skills, where appropriate
- Involving parents to help change the attitude of the student
- Offering an opportunity for mediation with the victim

Consultation	<ul style="list-style-type: none"> <li>• Student Council</li> <li>• Learning Leaders</li> <li>• Governors</li> <li>• School staff</li> <li>• Parents</li> </ul>
Relationship to other policies	Behaviour Management
Relationship to standard operating procedures	Dealing with alleged bullying

Role	Responsibility
Governors	<ul style="list-style-type: none"> <li>• Ensure structures are in place to support the effective implementation of this policy</li> <li>• Regularly monitor and review the effectiveness of this policy</li> </ul>
Headteacher	<ul style="list-style-type: none"> <li>• Consult on this policy</li> <li>• Ensure that anti-bullying strategies and procedures have a high profile</li> </ul>
Assistant Headteacher: Inclusion	Monitor reported incidents and ensure they are dealt with according to this policy so that the needs of all parties are met
Care and Guidance Leaders	Day to day responsibility for the management of this policy and procedure for their Key Stage
Learning Leaders	Ensure the efficient and effective operation of this policy for their Learning Community
All Staff	To apply the policy and procedures
Students	<ul style="list-style-type: none"> <li>• Report any bullying they experience</li> <li>• Report any bullying they see</li> <li>• Talk to an appropriate member of staff or student body</li> </ul>

Student body with a supporting role (peer supporters/mediators and buddies)	<ul style="list-style-type: none"> <li>• Make yourself known and available to the student body</li> <li>• Listen to the concerns of students who may be victims of bullying</li> <li>• Pass on information to Care &amp; Guidance team</li> </ul>
Parents	Report bullying concerns initially to their child's Form Tutor, Learning Leader or Care & Guidance Leader

### Arrangements for Monitoring and Evaluation

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Bi-annual review of policy by SAHT: Inclusion

Date established by Governing body:	December 2010
Date for full implementation:	December 2010
Date of review:	December 2012

### ANNEXES

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- The Department for Education (DFE)
- [www.bullyonline.org/workbully/bully.htm](http://www.bullyonline.org/workbully/bully.htm)