



Anti-Bullying Policy

Introduction

The term bullying refers to a range of harmful behaviours, both physical and psychological. All bullying behaviour has the following four features:

1. It is repetitive and persistent.
2. It is intentionally harmful.
3. It involves an imbalance of power.
4. It causes feelings of distress, fear, loneliness and lack of confidence in those who are at the receiving end.

The main types of bullying are:

- Physical
- Verbal
- Emotional
- Excluding
- Hurtful behaviour based on racism, sexual behaviour, unwanted physical contact, disability, cultural and Special Educational Needs.
- Electronic / cyber bullying

Policy Aims:

- To ensure that all members of the school community are aware that bullying of any form is unacceptable.
- To raise awareness of the nature and impact of bullying and recognising signs of bullying between all groups within the school community, students and adults.
- To clarify systems in place to prevent and address bullying.
- To ensure that any incidents of bullying are dealt with promptly, fairly and effectively.
- To increase understanding for both victims and bullies and to help build an anti-bullying ethos within the group.

Raising awareness:

- Raising awareness of the nature, impact and management of bullying is achieved through group sessions and one to one mentoring.

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- Parents/carers are made aware of bullying concerns via the head teacher.
- The bullying policy is available to parents/carers via the website.
- Staff are made aware of the school's anti-bullying policy through the availability of policies, anti-bullying campaigns and via team meetings.
- The head teacher must be informed of all bullying incidents in order for them to conduct a full investigation.

The aims of the school's anti-bullying strategies:

- To prevent, de-escalate and/or stop any continuation of harmful behaviour.
- To react to bullying incidents in a reasonable, proportionate and consistent way.
- To safeguard the pupil who has experienced the bullying.
- To apply disciplinary sanctions to the bully.
- To provide support to both the victim and the bully.
- To raise awareness to staff and pupils via policies, the curriculum and one to one sessions.

The responsibility of staff:

- To ensure that they are aware of the school's anti-bullying and safeguarding policies.
- To ensure that they are aware of the signs of possible bullying.
- To ensure that they are available to listen to pupil's concerns regarding bullying.
- To create, through curriculum planning and delivery, they promote a safe and caring environment which promotes the social and emotional aspects of learning.

The responsibility of the head teacher:

- To fully investigate reported incidents.
- To ensure that appropriate support is provided to both the victim and the bully based on their individual needs.
- To inform parents/carers of both the bully and the victim.

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- To impose strategies and sanctions in accordance with the seriousness of the incident which may include:
 - Supporting the bully to change their behaviour through the curriculum and one to one sessions.
 - Using peer group pressure to discourage bullying.
 - Discussions with parents/carers.
 - Withdrawal from break and lunch time activities.
 - Withdrawal from lessons (the pupil will work one to one under direct supervision of the most senior member of staff available).
 - Fixed term exclusion.
 - In the most serious or persistent cases the school may consider permanent exclusion.
 - Police intervention where the situation warrants it.
- The head teacher must also recognise that staff may be the subject of bullying either by another adult or a pupil. In such cases the same procedure is to be followed.

Support:

- The victim will be provided with full support and a range of strategies, if necessary this will also involve outside agencies.
- The bully will be provided with full support and a range of strategies to enable them to behave in a more acceptable way, if necessary this will also involve outside agencies.

To be read in-conjunction with:

- Child Protection Policy
- Behaviour Management Policy
- Use of Reasonable Force Policy

Proprietor signature.....

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