



Anti-bullying Policy

Dated: July 2006
To be reviewed: July 2009



Specialist Schools
and Academies Trust
EXCELLENCE AND DIVERSITY

Why do we need an Anti-Bullying Policy?

Persistent bullying can severely inhibit a child's ability to learn effectively or a member of staff's ability to do their job. The negative effects of bullying can have an impact on a person for their entire life.

This school wishes to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour, including racist and homophobic bullying.

Therefore this policy promotes practices within the school to reinforce our vision, and to remove or discourage practices that negate them.

What is Bullying?

Definition and Criteria of Bullying

Bullying occurs when an individual or group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone.

This includes:

- Physical assault against a person or group because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- Derogatory name calling of an insulting and/or personal nature.
- Verbal abuse and threats
- Demanding money, material goods or favours by means of threat or force.
- Ridiculing an individual because of physical, economic, sexual, intellectual, cultural or racial difference.
- Graffiti designed to intimidate or embarrass
- Incitement of others to commit acts of bullying
- Racist, sexist and homophobic behaviour
- It may involve the use of mobile phones or the internet
- Deliberate exclusion or isolation of an individual or a group

Aims

The school aims:

- To increase awareness and to encourage students to report concerns regarding bullying
- To provide protection, support and reassurance for victims
- To develop the self-confidence and self-esteem of all students
- To develop an effective range of emotional 'self-defence' skills for all students
- To promote an anti-bullying ethos amongst the whole school community

How do we deal with bullying in our school?

1. School Ethos
2. Staff Responsibilities
3. Curriculum
4. Incident Management and Reporting

School Ethos

It will be made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly.

Staff Responsibilities

- To implement procedures to confront bullying in any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action or to refer to Tutor/Head of Year/SLT as appropriate
- To record in the appropriate students' files and in the racist/homophobia record if appropriate
- To share with parents of the victim and bully, incidents of persistent and/or serious bullying
- To implement appropriate procedures for a member of staff – see LA/union guidance
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within the school and relevant outside agencies when appropriate
- To model the values we believe in
- To promote the use of interventions which are least intrusive and most effective.

Curriculum

During PSHCE students are taught to be assertive, considerate and confident. Work is also done to raise awareness of bullying issues.

Literature, Drama, visitors and assemblies are just four examples of places in the curriculum where bullying may be raised, discussed and explored.

It may be appropriate to deliberately do some extra or specific work for whole groups in response to incidents at times.

Incident Management and Reporting

Bullying will be dealt with quickly and fairly. Students can report it to a member of staff or use the Bullseye e-mail system.

In the first instance the Tutor will be informed. If serious, the Head of Year or SLT will be notified. All students involved will complete student statement forms. The perpetrators will be punished

according to the School Discipline policy. Future behaviour will be closely monitored. Contact will be made with parents if necessary.

Responses will vary depending on the nature of the incident, but may include:

- Assertiveness training (victim)
- Use of positive support room (victim)
- Counselling (Tutor, HOY, SLT, other)
- Use of report (see Discipline policy)
- Involvement of external agencies
- Monitoring by Tutor/Head of Year
- Peer support/peer mentoring
- Formal recording (racism, homophobia)
- Use of Behaviour Agreement Contract
- Liaison with parents/guardian/social worker
- Internal exclusion
- Fixed term exclusion
- Permanent exclusion

Sanctions/support will be used as necessary. The seriousness of the incident/whether bullying is persistent or an isolated occurrence will have impact on which stage of the Discipline policy is applied to the perpetrator.

Monitoring and Evaluation

The Heads of Year will be responsible for monitoring, reviewing and updating lessons and resources.

A member of SLT will monitor the number, type and results of incident, in liaison with Heads of Year, and can be consulted for advice. He/she will engage the school in Derbyshire County Council's ABC (Anti-bullying Commitment) award scheme, and will evaluate the school's response to bullying.

Policy Development and Review

This policy document was produced in consultation with the school community, school staff, Governors, LA representatives, school community nurse and local Healthy School Standards representative.

This document is freely available to the entire school community. It has also been made available on the school web site.

This policy will be reviewed on a three yearly basis.

Review date July 2009



Policy Links

PSHCE
Child Protection
Confidentiality
Physical Activity
Discipline
Equal Opportunities



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