
Anti-bullying Policy

Committee:	Teaching and Learning
Approved by Committee	2 nd February 2022
Approved by FGB:	Approved on 23 rd March 2022
Date of next review:	Every 2 years or as appropriate
Responsible Officer:	N Carrick

The school actively creates a healthy anti-bullying culture through its Positive Behavioural Policy, its academic, pastoral and extended curriculums and its ethos of supporting pupils in becoming 'Capable, Caring and Confident' citizens.

Bullying

Bullying is defined as persistent, deliberate attempts to hurt, offend or humiliate someone. One-off incidents, whilst they may be very serious and must always be dealt with, do not fall within the definition of bullying. Bullying is repetitive, meaning that one or more children are targeted to bear the brunt of repeated bullying behaviour from an individual or a group.

Bullying is normally on the grounds of race or ethnicity, SEND, religion or belief, gender, sex, sexual orientation, gender reassignment, age, pregnancy or maternity, financial circumstances, differing interests or personal tension.

Bullying can be carried out emotionally, physically, sexually, verbally, or Cyber through using technologies.

Bullying can include persistent, deliberate attempts to hurt, offend or humiliate someone through:

Emotional - Excluding and tormenting others, teasing and making threats.

Physical - Pushing, kicking, hitting, punching or any use of violence.

Sexual – Persistent sexual harassment in any form is bullying e.g. unwanted physical contact, sexually abusive comments

Verbal - Name-calling, sarcasm, spreading rumours.

Cyber - All types of communication technologies, such as e-mail, texting, messaging and social networking. (The school e-safety policy also sets out how pupils can keep safe when online or using electronic media, and how the school may respond in instances involving inappropriate use of such media).

Bullying in any form is unacceptable. It can occur in any school institution, even the most caring, and is always unacceptable and will be dealt with. The school is strongly committed to ensuring that bullying does not take place. Where issues of bullying take place out of school and the school is made aware of this, it may be necessary to act on that information to ensure the positive welfare of pupils in school. It may be that parents (or other agencies such as the police) are contacted to pass on information that has been given to the school. It may also on occasion be necessary to take some actions in school to ensure good conduct of pupils at school.

All acts of bullying will be recorded by Heads of Year on Behaviour Box – Bullying Events.

How issues of bullying may be followed up

If bullying is found to occur, it must always be dealt with. When staff are aware of this, they must always follow it up, either directly or through referral to a line manager. It is usually the case that issues of bullying or potential bullying would be highlighted to the relevant Head of Year, Assistant Principal and where appropriate, the Head of School. Where verbal and/or physical bullying occurs, the sanctions would be in line with those described under verbal and physical abuse within the positive behavioural policy. Appropriate sanctions could be used for any other forms of bullying.

The aims must always be:

- To stop the bullying
- To support through a victim centred approach

- To change the behaviour of the person bullying
- To bring some form of reconciliation, if possible, between the offender and victim

Action to be taken when bullying is suspected:

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:

We support the victims in the following ways:

- By offering them an immediate opportunity to talk about the experience with a member of the Restorative Justice team.
- Informing the victims' parents.
 - By offering continuing support when they feel they need it. By allowing them to input into the school response to the person bullying.
- By taking steps described below to prevent more bullying.

We also discipline yet try to help the person bullying in the following ways:

- By talking about what happened, to discover why they became involved.
- Informing the parents of the offending behaviour.
- By continuing to work with the offending pupil in order to correct their bullying activities and attitudes
- By taking disciplinary steps described below to prevent more bullying.
- By working with the Restorative Justice team to achieve an amicable outcome.

Disciplinary steps for a pupil involved in bullying:

- They will be warned officially to stop offending and appropriate sanctions will be given, depending on the individual circumstances.
- The parents of the offending pupil will be informed.
- The pupil causing a problem may be placed on report, which will clearly indicate the consequences if they do not stop their bullying activities.
- If they do not stop bullying, they may be isolated within school during break and lunchtime or secluded/excluded for a fixed period (one or two days).
- If they then carry on, they will be recommended for a longer fixed period of exclusion (which would include 1 day of seclusion during which the Restorative Justice work will be completed).
- As with any persistent poor behaviour, an escalating scale of support and sanctions will be used.
- Issues involving bullying will be logged, and these logs will be reviewed to check for patterns and trends.