

ANTI-BULLYING POLICY



Context

Bullying is a repeated series of actions that cause harm to an individual and because of a mismatch, in terms of numbers, physical strength, verbal ability, or age - is deemed to be unfair. We will use lessons, tutor time discussion, school publications, 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.

Status	Non Statutory
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Purpose

An effective anti-bullying procedure will:

- 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 co-operatively together in order to achieve their best

To support students who have bullied or been bullied:

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
- offering an opportunity for mediation with the perpetrator
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- offering an opportunity for mediation with the victim
- discovering why the pupil became involved
- establishing the wrongdoing and need to change
- informing parents to help change the attitude of the student

Consultation	Student Council, Learning Managers Governors, Student Welfare, Parents' Groups
Relationship to other policies	Behaviour Management
Relationship to standard operating procedures	Dealing with alleged bullying

Role	Responsibility
Governors	<ul style="list-style-type: none"> • Ensure structures are in place to support the effective implementation of this policy • Regularly monitor and review the effectiveness of this policy
Headteacher	<ul style="list-style-type: none"> • Consult on this policy • Ensure that anti-bullying strategies and procedures have a high profile
Assistant Headteacher: Inclusion	<ul style="list-style-type: none"> • Monitor reported incidents and ensure they are dealt with according to this policy so that the needs of all parties are met
Key Stage Managers	<ul style="list-style-type: none"> • Day to day responsibility for the management of this policy and procedure for their Key Stage
Learning Leaders	<ul style="list-style-type: none"> • Ensure the efficient and effective operation of this policy for their Learning Community
All Staff	<ul style="list-style-type: none"> • To apply the policy and procedures
Students	<ul style="list-style-type: none"> • Report any bullying they experience • Report any bullying they see • Talk to their form tutor • Talk to Ratchat • Talk to their buddy
Members of Ratchat, Peer Supporters, and Buddies	<ul style="list-style-type: none"> • Listen to the concerns of students who may be victims of bullying • Pass on information to Care & Guidance team
Parents	<ul style="list-style-type: none"> • Receive a copy of the Anti-Bullying Guide for Parents • Report bullying concerns initially to their child's form tutor, Learning Leader, or Care & Guidance Leader
Student Welfare Committee	<ul style="list-style-type: none"> • Review implementation as part of summer term behaviour audit

Arrangements for Monitoring and Evaluation

Governors' Student Welfare Committee annually

Date established by Governing body:	October 2008
Date for full implementation:	October 2008
Date of review:	October 2010