**Anti-Bullying Policy**

We are committed to providing a caring, friendly and safe environment where students can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our School.

Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who bully need to learn different (acceptable) ways of behaving.

If bullying does occur, pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

This means that anyone who knows that bullying is happening is expected to report it to staff.

Bullying will not be tolerated.

Aims: to

* Provide a safe environment for children and young people to learn
* Ensure that children are supporting and empowered to report bullying
* Identify young people who are suffering

Objectives

* All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
* All governors, teaching and non-teaching staff should know what the School policy is on bullying and follow it when bullying is reported (or suspected)
* All students and parents should know what the School policy is, and know what to do if bullying arises, (or is suspected)

Relevant Links

* This policy has links with:
* Children Act, 2004
* Disability Discrimination Act 2005
* Internal Policies

o Child Protection

o Equal Opportunities (including Racial Equality)

o Behaviour Management

Personnel

This policy applies to:

* Governors
* Teaching and non-teaching staff
* Parents
* Students

What is Bullying?

Bullying is the intention to hurt another person (physically, mentally, or emotionally) and results in pain and distress for the victim. In this School, you will be identified as a bully if you repeatedly engage in:

* Physical bullying
* Verbal bullying
* Isolating people
* Cyber bullying (via text, phone, email, web)

Signs and Symptoms

A young person may indicate by signs or behaviour that s/he is being bullied. Adults should be aware of these possible signs … if a child:

* Is frightened of travelling to/from school
* Changes their usual routine
* Is unwilling to go to school
* Begins truanting
* Becomes withdrawn, anxious, or lacking in confidence
* Starts stammering
* Attempts or threatens suicide or runs away
* Cries themselves to sleep, or has nightmares
* Feels ill in the morning
* Begins to do poorly in school work
* Comes home with personal items or clothing damaged
* Has possessions go missing
* Asks for, or starts to steal money
* Has dinner or other monies continually lost
* Has unexplained cuts or bruises
* Comes home hungry (money/lunch has been stolen)
* Becomes aggressive, disruptive or unreasonable
* Is bullying other children or siblings
* Stops eating
* Is frightened to say what is wrong
* Gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

**Procedures for Parents and Students**

1. You can report bullying in confidence to any member of staff by telephone, face to face, or in writing.

2. All tutors and Teaching Assistants should assist students in helping to support students who are being bullied.

3. Students who maliciously report innocent people will be treated as bullies themselves, and be punished accordingly.

4. Whilst we aim to manage all incidents of bullying within the School’s behaviour management strategy, we acknowledge that parents of alleged victims have the right to inform the police. The School will co-operate fully with police investigations. We will also document/collate information about bullying outside of school which results in any student’s education being affected – eg, a child who is threatened outside of school, is injured, is too frightened, or becomes medically unfit to attend school, as a result of such bullying. We reserve the right to pass this information on to other authorities, eg, to the Police

5. We would encourage all parents to monitor Social Media sights such as Facebook.

Staff\*

If you witness bullying, or an incident is reported to you:

1. Make a time to speak with the victim and complete in detail the bullying incident form. You may need to write down other witness statements and/or to take a statement from the alleged bully.

2. Hand this immediately to the Deputy head making her aware of the incident as soon as possible for it to be dealt with.

\* See also: “Procedures for Dealing with Bullying”

Victims

We promise our students that if they report bullying to us we will not take any action without first having discussed and agreed this with the victim. This ensures that we become a LISTENING school and that as many incidents of bullying are reported as possible, even when the victim decides that limited or no further action is to be instigated at that time. The victim should know that the incidents will be recorded and the evidence may be used at a later date if more evidence of incidents involving the same bully or bullies comes to light.

Bullies

1. Once we have agreed our action/s with the victim, the bully will be spoken to.

2. Students will be dealt with under the normal behaviour management procedures.

3. Bullying will be reported in a way that ensures that effectively results in a bullying log being available.

4. Parents will always be informed when their child has been found guilty of bullying.

Students

Under the School’s Behaviour Management policy all students have a responsibility to ensure the safety and welfare of self and others. Therefore, it is implicit within the Behaviour Management policy that students should take personal responsibility for ensuring that they do not engage in activities which might be perceived as bullying others. We also encourage students to be responsible for reporting bullying of other students.

**Procedure for Staff Dealing with Bullying**

Dealing with Reported Bullying

1. Complete the bullying incident form in as much detail as possible
2. Hand to Deputy Heads making her aware in briefing of the incident
3. Interview the bully and discuss the incident
4. Interview the victim and discuss and agree actions/supportive strategies
5. Inform parents (if necessary) of the incident from both parties involved
6. Update integris with relevant sanctions
7. Deputy Head will Complete the data analysis to monitor the student involved

In all cases, the School reserves the right to take further action if there is likely to be further harm caused, or issues are not able to be resolved.

2) Gather Information (witnesses, victim, etc)

3) Reflect

(Use mentor if desired)

4) Act

(If proven, sanction, and register)

5) Give Feedback

(To victim & parent/s

6) Complete and Collate Paperwork for Filing

**Outcomes**

Wherever possible, both victims and bullies will be dealt with using a range of supportive strategies.

The School may also, or alternatively, decide to use punitive measures in the case of bullies or deliberate mis-reporting of bullying.

In all cases, the School reserves the right to exclude a pupil for bullying (including harassment), verbal, or non-verbal threats, violence, or any action likely to harm others.

**Authorisation**

Signed............................................................. on ……………….. [date]

Chair of the Governing Body Date for Review: ………………………..

**Revision History**

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| Rev. No. | Date | Changes | Sign |
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