

ANTI-BULLYING POLICY & GUIDELINES

Updated: November 2017

Review date: November 2019

This policy should be read in conjunction with the school's Positive Behaviour Policy and the school's Equality of Opportunity Policy.

Every member of this school has the right to learn in an appropriate and safe atmosphere. Abuse of any kind is unacceptable. Positive action is needed from all responsible adults. We are committed to the view that everyone is part of our community and we have a shared responsibility to ensure that bullying is unacceptable and not tolerated. Every member of this school is equal and should be treated with respect. We take all instances of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community.

Definition of Bullying

Bullying is acting in a systematic, on-going deliberately hurtful way and involves an imbalance of power. It can leave children hurt, distressed or frightened.

Forms of bullying

- Physical: The use of any violence.
- Emotional: Tormenting, excluding or threatening.
- Verbal: Teasing, spreading rumours, sarcastic comments, name calling.
- Psychological: Deliberately excluding or ignoring people.
- Cyber: Use of internet, social media, email, threats by text.
- Sexual: Unwanted or inappropriate contact or comments.
- Direct control: "you can't be my friend unless..."

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender Identity (Transphobic bullying)
- Special Educational Needs or Disability

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take on any of the forms of bullying listed above and will be appropriately challenged and sanctioned.

A Prejudice-based incident is a one off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected

characteristic or minority group. These are taken seriously and those involved will be sanctioned in line with our behaviour policy.

Reporting an incident

All members of the school community; staff, students, parents and carers, have a responsibility to look out for potential signs of bullying and report it to the relevant staff.

The school has a clear and concise system of dealing with issues raised by parents, carers or students. The Form Tutor or Head of Key Stage should be contacted initially, followed by Miss Walker or Mr Martin if the issue is still unresolved. However, if a satisfactory solution has not been provided, the school has a formal complaints procedure, the details of which are available from the school.

Dealing with an incident

The staff and Governors take reports of bullying seriously. The school will discuss with all parties the appropriate resolution to any issue that is raised. Whenever possible all parties will be reconciled. Each case will be monitored to ensure that the inappropriate behaviour(s) has stopped.

Helpful organisations Telephone number Website address

Childline 24hr 0800 1111 www.childline.org.uk

Family Lives 0808 800 2222 www.familylives.org.uk

Advisory Centre for Education 0207 354 8321

Youth Access 0300 011 5142 www.ace-ed.org.uk

Bullying UK 0808 800 2222 www.bullying.co.uk

Anti-Bullying Alliance www.anti-bullyingalliance.org.uk

NSPCC www.nspcc.org.uk

Children's Legal Centre 0808 802 0008 www.childrenslegalcentre.com