



ANTI-BULLYING POLICY

General Statement

Bullying in all forms is unacceptable, and contradicts our Christian beliefs. As a church school, we strongly uphold the ethos of a safe and secure environment in which students may achieve their full potential. Any behaviour which undermines the stability and harmony of our school community must be regarded as a most serious offence. Discrimination or bullying on the grounds of Religion, Race, Culture, Sex or Sexual Orientation is unlawful.

The governing body values the good relationships fostered by the school, and expects that every allegation of bullying will be taken seriously. Some experts say that a child should be treated as being bullied simply because he/she says that they are. The governors consider that this is the attitude the school should adopt; it is better this way round than to tell students 'not to be so sensitive'.

All staff, students and parents should be aware of the negative effects that bullying can have on individuals and the school in general, and should work towards ensuring that students can work in an environment without fear.

Bullying is unacceptable in this school, and will not be tolerated. The school also recognises that, because of the verdicts in bullying cases, it must take note of bullying perpetrated outside school which spills over into the school. The school will do what is reasonably practicable to eliminate any such bullying.

This policy must be read in conjunction with:

- Policy for the Safe Use of Pupils' Images
- Mobile Phone Policy
- E-Safety Policy

All students will be expected to sign the E-Safety Policy Agreement

AIMS

- to demonstrate that the school takes bullying seriously and will not tolerate it;
- to take measures to prevent all forms of bullying in the school and on off-site activities;
- to support everyone in the actions to identify and protect those who might be bullied;
- to demonstrate to all that the safety and happiness of students is enhanced by dealing positively with bullying;
- to promote an environment where it is regarded as normal and healthy to tell someone about bullying;
- to promote positive attitudes in students;
- to reassure parents that any concerns expressed will be treated seriously and appropriate measures taken.



Definition of Bullying

Bullying is deliberately hurtful behaviour, whether physical, psychological or emotional, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying commonly:

- involves aggression (deliberate). Aggression being violent and hostile behaviour or an unprovoked attack.
- involves unequal power relationships
- results in pain and distress, both physical and mental.
- is persistent

RESPONSIBILITIES

Governing Body

The 'nominated governor' will liaise with the Chair, the Headteacher and 'designated teacher' over all anti-bullying strategies, and individual cases where appropriate.

The governing body will discuss, review and endorse agreed strategies on the initiative of the 'nominated governor', and in any case will discuss the Headteacher's annual report on the working of this policy.

The Headteacher

The Headteacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students.

The Headteacher will:

- ensure that all staff have an opportunity of discussing strategies and reviewing them; during staff inset as well as Pastoral or Departmental meetings.
- determine the strategies and procedures;
- discuss development of the strategies with the Leadership Team;
- ensure appropriate training is available;
- ensure that the procedures are brought to the attention of all staff, parents and students;
- report annually to the governing body.

Assistant Head Teacher Wellbeing will:

- be responsible for the day-to-day management of the policy and systems;
- ensure that there are positive strategies and procedures in place to help both the bullied and bullies;
- keep the Headteacher and designated teacher informed of incidents;
- arrange appropriate staff training;
- determine how best to involve parents in the solution of individual problems;
- make a termly report to the Headteacher.



Pastoral and Subject Leaders will:

- be responsible for ensuring that the school's positive strategies are put into practice;
- know the school's procedure and deal with any incidents that are reported.

Form Tutors will:

- be responsible for liaising with Pastoral and Subject Leaders over all incidents involving students in their form/class;
- be involved in any agreed strategy to achieve a solution;
- take part in the anti-bullying programme in the PSE course.

All Staff will:

- know the policy and procedures;
- be observant and when appropriate ask students what is happening to them;
- deal with incidents according to the policy;
- never let any incidence of bullying pass by unreported, whether on-site or during an off-site activity;
- participate in the PSE course

Anti-Bullying Education in the Curriculum

The school will raise the awareness of the anti-social nature of bullying through its PSE programme, school assemblies, the school council, use of tutorial time and in the national curriculum programmes of study as appropriate.

- the Assistant Head Teacher (Wellbeing) is responsible for initiating and developing with appropriate colleagues an anti-bullying programme as part of the PSE course;
- pastoral and Subject Leaders are responsible for introducing anti-bullying material in their programmes of study as appropriate.

Changing the attitude and behaviour of bullies will play a major part in the strategies used by the school.

Procedures

Bullying can appear in many different ways; the following list gives examples and is not exhaustive:

It can be:

- physical;
- verbal;
- social or psychological;
- cyber bullying;
- often an inter-relationship between classes/groups.
- Isolation or non-inclusion during activities etc.



Signs of Bullying

Students who are being bullied may show changes in behaviour, e.g. becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be changes in work patterns, a lack of concentration, or truancy.

All staff should be aware of these possibilities and report promptly any suspicions of bullying to the Pastoral or Subject Leader, who should then begin the investigation process into the allegation.

Students will be encouraged to report incidents of bullying.

Anti-bullying training will form a part of PSE and tutorial programmes.

Dealing with Incidents

- if bullying is suspected or reported, the incident will be investigated and dealt with initially and immediately by the teacher approached;
- if a racial element to the bullying is suspected the Assistant Head Teacher (Wellbeing) must be informed immediately;
- should any incidents of bullying on the grounds of Culture, Religion, Sex or Sexual Orientation be suspected the Assistant Head Teacher (Wellbeing) must be informed immediately.
- the teacher will record the details of the incident and inform the Pastoral Leader;
- the Pastoral Leader will interview all the parties and make a record;
- The Form Tutor and staff teaching the bullied student will be informed;
- the Pastoral Leader/Form Tutor will determine in consultation with the Assistant Head Teacher (Wellbeing) the appropriate strategy and plan of action to combat the bullying;
- the Pastoral Leader or Form Tutor will oversee the implementation of the strategy;
- action must be timely, victims of bullying need to know when the problem will be dealt with.
- parents will be kept informed by the Pastoral Leader or Assistant Head Teacher (Wellbeing) as appropriate;
- any sanctions against the bullies will be determined by the Pastoral Leader in consultation with the Form Tutor and Assistant Head Teacher (Wellbeing) as appropriate.

Bullied Students

Staff who deal with students who have been bullied must always offer reassurance. Students who have been bullied will be given support determined by the Pastoral Leader/Form Tutor in consultation with the student.



Bullies

Changing the attitude and behaviour of bullies will be part of the responsibility of the positive procedures used by the school. However, the school recognises that sanctions will also have to be used against bullies.

Sanctions

Any of the school's formal punishments can be used against bullies as appropriate. For persistent offenders or incidents considered as gross acts of aggression a student could be permanently excluded.

As well as punitive, educational sanctions should be implemented. Students could be asked to speak with victims of bullying or watch a documentary film, giving them an insight into how their actions affect the lives of others.

Involvement of Parents

Parents, as well as all staff and students, should know that the school does not tolerate bullying, and takes a positive approach to educating students to combat it.

Parents of students who are being bullied and parents of the students who have bullied will be involved in the solution to the problem as appropriate by the relevant Pastoral Leader in consultation with the Assistant Head Teacher (Wellbeing).

Parents will be informed of the policy and procedures and the possibility of permanent exclusion following gross acts of bullying.

Involvement of Students

Students will be involved in the positive strategies both through the School Council and tutor groups. Students will have an input into the PSE anti-bullying programme, and will be consulted on how it could be developed.

The school places great significance on its student Peer Counselling scheme which aims to provide a means for students to discuss and tackle low level bullying problems before they become matters of major concern.

A major part of the programme will consist of educating students in how to cope with bullying. As well as to educate those students who bully others, as to why it is unacceptable.

Strategies for Dealing with Bullying

The school realises that there is no single strategy that can be applied to bullying. Therefore it is necessary to have a range of strategies available that may be implemented when appropriate.

The following headings outline the range of strategies that may be employed; more detail of these is to be found in the National Assembly for Wales guidance document: "Respecting Others: Anti-bullying Guidance".

- Curriculum Approaches – cross-curricular work beyond PSE;

Reviewed: Autumn 2014

Next Review: Autumn 2017



- Peer Counselling Scheme;
- Consultation with School Council;
- The Support group Approach (No Blame);
- Mediation by adults;
- Working with external agencies

The school acknowledges that there may be occasions where tougher action is needed to help solve bullying problems. There needs to be a graduated scale of response, which may in the most serious cases lead to temporary or even permanent exclusion.

Counselling

The school is prepared in appropriate cases to arrange counselling for both bullies and the bullied.

Reporting and Recording

All incidents must be reported to the Assistant Head Teacher (Wellbeing).

Staff Training

The Assistant Head Teacher (Wellbeing) is responsible for arranging a programme of staff development, which will include anti-bullying strategies. This will include training for education support staff and governors as well as teachers.

Monitoring and Review

The Assistant Head Teacher (Wellbeing) will keep and consider reports on serious incidents, and make a termly report, with statistics, to the Headteacher. The Headteacher will consider the reports with the Leadership Team to determine what can be learned from the incidents and how they were handled with a view to improving the school's strategies.

