



## Anti-bullying Policy

'Opportunity, success and enjoyment for all'



### Rationale

Bullying can be defined as deliberate or thoughtless behaviour, usually over a period of time, which causes someone to feel hurt, frightened, humiliated or threatened. It can take the form of physical assault, verbal abuse, ridicule, intimidation and extortion and can be carried out by an individual or a group.

The overarching aim of this school is to provide a caring and stimulating environment in which all who learn and work, regardless of their faith, culture or language, are valued equally by the school and are helped to achieve their full potential. The environment cannot be defined as caring if the bullying of staff or students is tolerated, or even allowed to remain unnoticed: nor will individuals achieve their full potential unless they are free from the sense of humiliation, fear and oppression which bullying creates.

### Purpose

This policy is designed to play a part in creating a caring and supportive environment for students in which:

- Pro-active steps are taken to minimise the incidence of bullying
- Bullying is reported when it does occur – immediately! We must be a 'telling school'
- Bullying incidents are dealt with sensitively and thoroughly when they do occur
- We are pro-active in tackling and eliminating racial discrimination, which we acknowledge exists in society, making the school a place where everyone feels welcome and valued

### Commitment

The school will, therefore:

1. Encourage an ethos of inclusion, in which all students feel valued and respected and have the confidence to discuss issues of importance and concern (including bullying) with staff and other students.
2. Enshrine in the Code of Behaviour respect for individuality and consideration of the needs and feelings of every student thereby making bullying impossible.
3. Encourage the reporting of bullying whenever it happens and in whatever form.
4. Assure all students, even prior to their transfer from primary or other school, that bullying will not be tolerated and will always be dealt with seriously, and make clear their responsibility to contribute to our anti-bullying ethos.
5. Guarantee that no reported incident of bullying will be ignored by any member of staff to whom it is reported.
6. Include in the Staff Handbook guidelines on strategies appropriate for identifying and dealing with various types of bullying – in terms of both support for the victim (and family) and sanctions available for the perpetrator.
7. Provide regular INSET for all staff on bullying-related issues.
8. Ensure that any serious and ongoing cases of bullying are reported to members of the Senior Management Team and raised under an 'Individual Students' agenda item at the weekly meeting.

9. Stress to all who work here that the good example set in their dealings with one another and with students plays a vital part in creating the caring and supportive ethos, which must characterise the school as a community.
10. Ensure a staff presence in all major areas of the school at break and lunch-times.
11. Establish a 'Peer Listening' service led by Sixth Form students for younger ones.
12. Develop and maintain each year the CHIPS (Childline in Partnership with Schools) group in Year 10 to support the new intake.
13. Develop and maintain a programme of Personal and Social Education which:
  - Fulfils our aims of developing in our young people self-discipline, compassion and a sense of right and wrong such that they will not, themselves, be guilty of bullying.
  - Fulfils our aims of developing the personal skills, social skills and resilience necessary to share in the prevention of bullying aimed at themselves or others.
  - Deals specifically and regularly with aspects of bullying in such a way as to make it clear that it will not be tolerated, that incidents must always be reported, that when reported it will always be taken seriously.
  - Promotes understanding of diversity and equality, which encourages positive, healthy relationships and which challenge racism.
14. Inform parents of early signs to look out for which indicate that their child may be being bullied.
15. Ensure that parents are made aware of how seriously any bullying will be regarded and dealt with, and that they are encouraged to notify the school immediately of any incidents of which they become aware.
16. Make available to parents who report bullying, or a suspicion of bullying, simple notes offering advice on how to deal with the situation and work in partnership with the school.
17. Involve external agencies in the support of both victims (and their families whenever appropriate) and bullies.