

# **Sandy Upper School**

## **Anti-Bullying Policy**

### Introduction

All schools have a moral and legal responsibility to ensure that students can work in a supportive, caring and safe environment without fear of being bullied.

All schools and headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents and students.

Year 10 and 11 students at Sandy Upper School reviewed the School's policy in the summer term 2010 and this information was used by the Peer Mentor group to propose changes.

### What we say bullying is?

This is the definition of bullying the School will use:

The deliberate and intentional repeated intimidation of others by the real or threatened infliction of physical, verbal, written, electronically transmitted, or emotional abuse, or through attacks on the property of another person. It may include, but not be limited to actions such as verbal taunts, name-calling and put downs, for example comments about family members ethnically-based or gender-based verbal put downs, and extortion of money or possessions.

It may be the case that in an alleged bullying incident the investigation leads to the conclusion that it is a relationship difficulty and not necessarily bullying. It is important that the terms 'bully' and 'bullying' are only used sparingly and only once it is certain that the behaviours concerned fit with our agreed definition.

### Aims of the Anti-Bullying Policy

- To prevent all forms of bullying among pupils
- To carry out a quick and efficient process for solving bullying
- To increase the awareness of the anti-bullying policy
- To provide a system of detection of bullying

### Implementation

#### School

The following steps may be taken when dealing with incidents:

- Adults will challenge potential bullying comments or behaviours in lessons and, if the adults have not been aware of them, students will report them.
- If bullying is suspected or reported, the incident will be dealt with as quickly as possible by the member of staff who has been approached, who will pass a clear account of the information to the relevant Year Leader
- Year Leader will interview all concerned and will record this
- The information may be discussed with the deputy head to agree action
- Various courses of action may be taken depending on the type of incident
- Form tutors will be kept informed and if the bullying persists the form tutor will advise the appropriate staff
- Parents will be kept informed and should inform the school if the bullying continues outside of school; in this case the school and parents may work together to resolve the difficulties. In some cases, the School Community Police Liaison officer may be consulted.
- Disciplinary measures will be used as appropriate and in consultation with all parties concerned

## Students

We all have a responsibility for each other's welfare. Students should be encouraged to report bullying or report it on behalf of others. Students may disclose to any member of staff with whom they feel comfortable or via an anonymous note to the office, student support or Peer Mentors.

Students who have been bullied may be supported by:

- Offering an immediate opportunity to discuss the experience with a form tutor, Peer Mentor or member of staff of their choice
- Reassurance that the matter will be treated seriously and dealt with speedily
- Offering continuous support, such as meeting with peer mentors, teaching staff, student support staff, outside agencies as appropriate
- Counselling to restore self-esteem and confidence
- Having a say in the consequences for the bully and be kept informed about them
- Meet with the bully if appropriate and willing to do so

Students who have bullied may be helped by:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the student
- Some form of counselling

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Detention
- Exclusion from certain areas of School
- Exclusion from privileges e.g. teams/band/school trips
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion
- Planned reintegration into the School to suit the victim

## Informing students

Within the curriculum the School will raise the awareness of the nature of bullying through inclusion in PRE lessons, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

The School should also make it clear what types of support measures there are in place.

The School will sign up to the DFES anti bullying charter and have this put up in a place where all students will see it.

## Monitoring, Evaluation and Review

The School will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the School, with parents and students being made aware of what is expected of them.

Review & Evaluation	Rewritten Revised	Staff Responsible	Gov Sub-committee	Review Cycle
Nov 2009	Jan 2008	AT	Standards	Annual
Nov 2011	Nov 2010	AT	Standards	Annual