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# Anti-Bullying Policy

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## **Affirmation**

At Bearwood we believe that children and young people have the right to be taught in a positive learning environment where everyone has an equal opportunity to achieve socially, emotionally and academically.

## **Aims**

The aim of this policy is to provide a definition of bullying and to establish some basic guidelines for:

- The prevention of bullying
- The reporting of bullying
- The recording of incidents of bullying
- Supporting the victim
- Supporting the bully
- Sanctions
- Communication

## **Definition**



Bullying is repeated action that is intended to cause someone else harm or upset.

## **Prevention**

The school is committed to the complete eradication of bullying. In order to do this the school will:

- Organise activities to promote the school's bullying policy.
- Deliver anti-bullying lessons through whole school adoption of SEAL, PSHE and other relevant subject areas.
- Deliver training to staff on the Anti-Bullying Policy and other associated issues.
- Have Anti-Bullying display promoting the reporting of bullying.
- Ensure that all parents have a copy of the Anti-Bullying Policy made available to them

## **Reporting**

The school is committed to removing the culture of secrecy from bullying. We recognise that many young people will be put off reporting bullying because they fear that it will make matters worse.

In order to promote the reporting of bullying the school will:

- Encourage students to disclose if they are being bullied by promoting a positive culture providing worry boxes in each classroom
- Provide training to staff in how to deal with a disclosure about bullying.
- Deal with each disclosure about bullying sensitively
- Carry out surveys on bullying and pupil attitudes anonymously annually.
- Senior staff engaging with a focus group of pupils

In order to ensure the accuracy of reporting written testimony will be taken from the victim, the perpetrator and any witnesses. These will be treated sensitively and kept confidential.

## **Recording**

• All bullying incidents are recorded in school with details of the victim and perpetrator. The following are also recorded:

- Brief details about the alleged incident.
- Who dealt with it.
- What action was taken.
- Whether the victim was satisfied with the school's response to the incident.
- A summary of incidents is reported termly to Governors.

The School recognises how traumatic being the victim of bullying can be. We are committed to providing each victim with the support they need to continue with their education in an environment free from the fear of bullying. In order to do this the school will:

### **Victim Support**

- Discuss with the student what support they feel that they need, taking appropriate actions (apology, move groups etc)  
Discuss with the parent/s what support they feel their child/young person needs.
- Make referrals to external agencies if necessary.
- Offer a meeting with the perpetrator of the bullying.

### **Support for the Bully**

The school recognises that bullying can damage the education of the perpetrator as well as the victim. Students that bully will be offered a range of support. This will include one or more of the following:

Discuss with parents strategies to prevent future incidents

- Supervised break times.
- A Behaviour Action Plan.
- A Pastoral Support Programme.
- A referral to an external agency.
- If the bullying has involved actual or attempted extortion, a referral to the police is an option.

### **Sanctions**

It is important for the victim of bullying, the perpetrator, and the school community as a whole that there are clearly defined consequences for any act of bullying. Each case will be dealt with individually, but the types of sanctions available to the school are:

- A period of inclusion in designated classroom or with designated teacher.
- Withdrawal of break times and lunchtimes.
- Fixed term exclusion.
- Permanent exclusion.

### **Communication**

Whenever an allegation about bullying is made the parents, class teacher and phase co-ordinator of both victim and perpetrator will be informed. In cases of extortion the police may be informed.



