



ANTI-BULLYING POLICY

Be Unique. Be Inspired. Be Transformed.
BE MORE

Revised April 2023

Anti-Bullying Policy

Bullying is unacceptable and will not be tolerated/accepted in our school. All have an equal right to be respected and in return they will have a responsibility to treat others in the way they would like to be treated.

Our school must provide a secure environment to ensure an enjoyable and rewarding education.

Definition Of Bullying

A student is being bullied or victimised when he or she is exposed, repeatedly and over time to negative actions on the part of an individual or a group of students. Bullying can be difficult to define but more often than not, bullying contains the following elements –

- Repeated incidents
- It is persistent (over time)
- It is a conscious attempt to hurt, upset, threaten or frighten someone.
- It is often indirect.
- It is difficult for those being bullied to defend themselves.
- It may involve social media.

Bullying can be:

- **Physical:** - biting, hair pulling, pushing, slapping, punching, spitting or any form of physical attack. It also includes damage or misuse to another person's property.
- **Verbal:** including abusive telephone calls, threats, name-calling, abusive language, spiteful teasing, making cruel remarks, spreading false and malicious rumours, demanding money, material goods or favours, inciting others to commit acts of bullying.
- **Cyber:** sending abusive or threatening text messages, e-mails, social media posts, photos/images or setting up fake profiles. Misuse of associated technology e.g. mobile phones camera and video
- **Emotional:** being unfriendly, excluding, tormenting (e.g. removing or hiding a person's possessions, threatening gestures, mean faces, sending notes, imitating a person, stirring between friends)
- **Racist:** racial taunts, graffiti, gestures.
- **Homophobic:** focusing on the issue of sexuality.
- **Gender:** Focusing on Gender
- **Sexual:** unwanted physical contact or sexually abusive comments.

Prevention

Our response to bullying does not start at the point at which a child has been bullied. We take the approach in which staff proactively listen for issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place. This might involve talking to students about issues of difference, perhaps in lessons, through dedicated events or through assemblies.

We ensure we have an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. That

culture extends beyond the classroom to the corridors, and beyond the school gates including travel to and from school.

Interventions

- All reported incidents or allegations of bullying are fully investigated and documented.
- Both the bully and the victim are offered counselling and support.
- If bullying is ongoing, despite restorative practices, parents are contacted and consequences implemented consistent with the school's Behaviour Policy

- Consequences may include:
 - yard duty/school chores
 - withdrawal from class
 - withdrawal of privileges
 - detention
 - internal suspension
 - external suspension
 - requirement to attend behavioural sessions or counselling
 - exclusion

The Parent's Role

Bullying is an upsetting situation for a parent where his/her child is being bullied or is the bully. If the situation arises, they should –

- Try to establish what has happened without jumping to conclusions
- Stay calm and supportive
- Inform the school if the problem persists and they continue to be concerned
- Not confront the bully or the bully's parents themselves
- Encourage their child to be assertive without retaliating

The school will not always involve the parents in minor incidents but, where appropriate, will work alongside parents to achieve a positive outcome.

The parents of a pupil deemed to be bullying are expected to fully support the school in applying sanction concerning their child.

Cyber-bullying in School

The rapid development of, and widespread access to, technology has provided a new type of 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and it can happen at all times of the day, with a potential larger audience. Cyberbullying is taken very seriously by the school. We use our advisory and other lessons to teach our students the correct way to use media and communication with others.

We have the power to search and seize electronic devices. There is no need to have parental consent to search through a young person's mobile phone or device. Material on the device that is suspected to be evidence relevant to an offence, or that is a pornographic image of a child or an extreme pornographic image, should not be deleted before consultation with the school or authorities.

Dealing with Reports of Bullying

