

Hartismere School

POLICY C18

ANTI-BULLYING POLICY

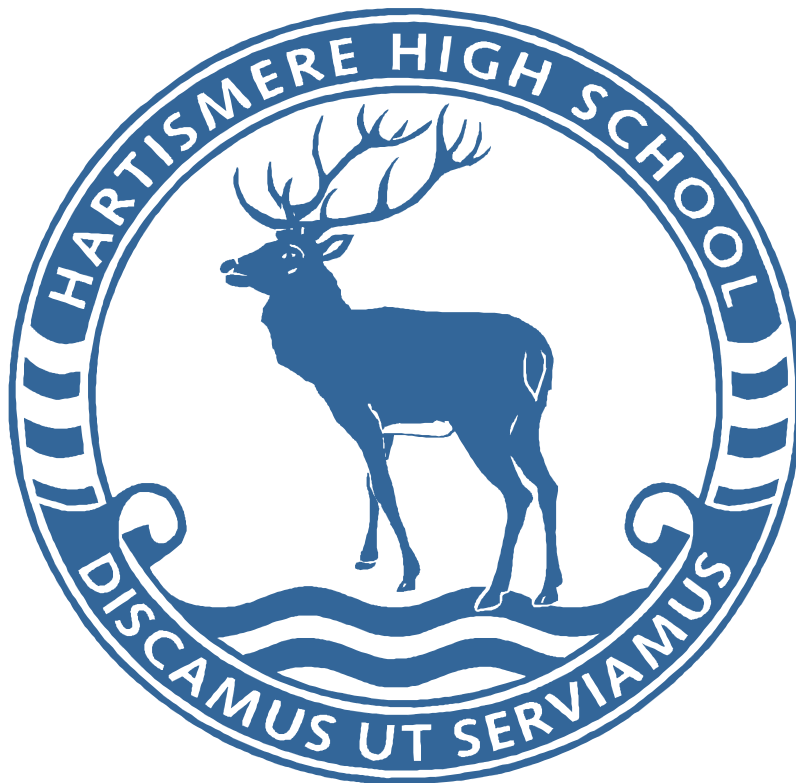


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1. Context of School

Hartismere is an 11 to 18 Foundation School set in a rural area of mid Suffolk. It has a three form entry catering for pupils from seven feeder primary schools. Pupils come from a wide range of social and economic backgrounds although few are from ethnic minority groups.

2. Definition of Bullying

Pupils are being bullied, or picked on, when another pupil or group of pupils say nasty things to him or her. It is also bullying when a pupil is hit, kicked, threatened, locked inside a room, sent unpleasant notes or emails, when no one ever talks to them and other incidents where they are deliberately isolated. These things can happen frequently and it is difficult for the pupil being bullied to defend himself or herself. It is also bullying when a pupil is teased repeatedly in a vindictive way. However, if two pupils of equal power or strength have an occasional fight or quarrel, this is not bullying but this type of inappropriate and unacceptable behaviour would be dealt with as outlined in the Discipline and Behaviour Policy

3. Aims of Bullying Policy

The constantly reinforced message (which is repeated in assemblies and written about the school and embodied in actions and the example which is set) is that we should treat other people as we would wish to be treated. This is central to the ethos of the school.

The school's aims include:

- To help pupils to become givers to the Community. This would include treating other members of the community with respect

In support of this aim there are a number of very important reasons for challenging bullying behaviour in schools as identified by the Dcsf.

- Bullying makes pupils unhappy
- Pupils who are being bullied are unlikely to concentrate fully on their school work
- Some pupils avoid being bullied by not going to school
- Pupils who observe unchallenged bullying behaviour are likely to copy this anti-social behaviour

Bullies need to be disciplined and counseled in school before they take their anti-social tendencies out of school.

This policy aims to:

- prevent or reduce incidents of bullying
- provide a clearly defined framework for dealing with the victims and the perpetrators of incidents of bullying if they occur
- ensure that this framework is understood and trusted by pupils, parents and staff

4. Curriculum Input and Awareness Raising

Pupils are made aware of the types of bullying which exist through the formal subjects on the curriculum including Drama, English, Personal and Social Education and RE.

In addition to these elements the morning school assembly programme contains contributions by pupils and staff which illustrate the types of bullying and some possible outcomes.

Parents are informed about the school's procedures for dealing with bullying through the school induction programme or when a pupil enrolls at the school.

5. Procedures for Reporting Incidents of Bullying

Written details about the incidents may be reported on a prepared – proforma and deposited in a sealed box made available near the pupil services office or inclusion area.

This proforma would then be handed to a Pastoral Team member who would then initiate the procedure as detailed later.

Verbal reports of the incidents may be given to:

- a) Class teachers
- b) Peer Mentors
- c) Form Tutors
- d) Head of Year or members of the Pastoral Team

e) Member of the Leadership team

Written details will be sought for the appropriate member of the Pastoral Team to investigate. At this stage the Pastoral Team member would interview the victim(s) and complete a prepared incident form which would be filed in the pupil's personal record file held in the pastoral office.

6. Dealing with bullies and victims

When a pupil is interviewed with respect to bullying, the details of the interview will be recorded by the Pastoral Team member in a file kept in the Pastoral office. Depending on the nature, frequency and severity of the bullying incident the staff investigating will decide on an appropriate course of action in accordance with the School Discipline and Behaviour policy.

All incidents of bullying will be dealt with promptly and consistently and time and effort allocated to monitor the subsequent behaviour of the victim and the bully. The problem of bullying will be an item on the agenda of one School Council meeting during which the effectiveness of the policy can be partly assessed with feedback from the form representatives. Depending on the nature and frequency of the bullying incidents the member of staff investigating the incident will contact the parents of the victim and the bully with the intention of trying to eliminate the repetition of such incidents. If necessary, the Pastoral Team member will seek further support from the Headteacher and the Governors of the school.