

ANTI-BULLYING POLICY & GUIDELINES

(Reviewed 2010)

Statement of Intent

Bullying of ANY kind is unacceptable at our school. We are dedicated to providing a safe, caring and friendly environment for all of our pupils.

Every member of this school has the right to learn in a relaxed and secure atmosphere. Abusing people for any reason is wrong. This can be because of race (which is a criminal offence), religion, disability, dress code or appearance, sexuality or academic ability. Positive action is needed from all responsible adults.

We are committed to the view that ALL members of the school are a community and have a shared responsibility to ensure that bullying is unacceptable and will not be tolerated.

Objectives of this document

- All teaching, non-teaching staff, pupils and parents should have an understanding of what bullying is.
- Pupils and parents should feel assured that they will be supported if an incident arises.
- All teaching, non-teaching staff, pupils and parents should know what the school policy on bullying is and how to follow it.
- To know that bullying will not be tolerated.

What is Bullying?

Bullying is acting in a repeated deliberately hurtful way over time and involve an imbalance of power. It can leave children hurt, distressed or frightened.

Transition can cause problems which without early intervention, can lead to difficulties or bullying.

- Primary to secondary school
- Absence due to illness
- Returning after a period of exclusion

Bullying can take the form of:

- Emotional: Tormenting, excluding or threatening.
- Verbal: Teasing, spreading rumours, sarcastic comments, name calling.
- Physical: The use of any violence.
- Racist: Graffiti, comments or gestures.
- Sexual: Unwanted or inappropriate contact or comments.
- Homophobic: Any unwanted focus on the issue of sexuality.
- Cyber: Misuse of internet, email, chat room, MSN, threats by text.

Relational bullying behaviour

- Social alienation: i.e. silent treatment.
- Rejection: i.e. Rumours or lies, so that others in group reject.
- Direct control: i.e. 'you can't be my friend unless...'

Why don't pupils tell?

- Parents don't understand
- Teachers or parents cant do anything to stop it
- Being a 'grass' will make things harder
- Feeling guilty or ashamed
- Expected to stand up for yourself
- To frightened to speak out
- Hoping it will stop
- Feeling that bullying is deserved
- Its part of school life and will soon happen to someone else

Ways in which you can report bullying

Reporting bullying is encouraged. This is not seen as the actions of a weak person but as a courageous act. Anyone that knows bullying is taking place is expected to report it.

Any member of staff can be approached at any time. Sixth formers or older pupils can sometimes seem more approachable to a younger student, e.g. Prefects, Mentors, Senior Students, they can then pass on relevant information to form teachers or head of year.

Any member of staff can be contacted at the school. If it is not possible to speak to them immediately a message can be left and they will call you back.

The school's pastoral system is well-established and there are clear lines of communication. Students may wish to talk to their form tutor, head of year or any member of the school's senior leadership team.

Furthermore, in partnership with Hertfordshire Constabulary, we are establishing a link, via the school website, to a site dedicated to enabling students to anonymously report bullying. This is in development and will be online by the end of the Academic School Year 2010-2011.

Signs & Symptoms

These signs and behaviours may be associated with other problems, however bullying should also be considered and investigated.

- Frightened of walking to or from school alone
- Refusal to use school bus
- Unwilling to attend school
- Begins to truant
- Anxious or withdrawn
- Makes changes to usual routine
- Runs away
- Disturbed sleep patterns
- Crying or unexplained anger
- Feeling ill in the morning
- Sudden deterioration in school work
- Asks for or steals money
- Possessions damaged, stolen or 'lost'
- Stops eating
- Bullies siblings
- Becomes aggressive or disruptive
- Refuses to say what's wrong
- Refuses to use phone or internet
- Nervous or unexplained behaviour
- Friends do not visit or invitations stop

How bullying is approached at Adeyfield

The staff and Governors at Adeyfield School will take a report of bullying very seriously.

Sometimes just getting together with the parties involved and having a chat is all that's required.

If a more serious situation needs intervention you can be assured it will be dealt with promptly and sensitively. Parents and guardians can be kept informed at every stage.

- A clear account of any incident will be recorded
- All concerned will be interviewed this will also be recorded
- Appropriate action will be taken
- Parents will be kept up-to date
- All staff will be made aware of serious or persistent incidents

Implementation at Adeyfield

The following disciplinary steps will be taken:

- Official warnings to stop offending
- Detention
- Exclusion from certain areas of school
- Withholding participation in non-curricular activities
- Minor fixed term exclusion/longer fixed term exclusion
- Permanent exclusion
- If appropriate or necessary the Police will be contacted

Pupils who are being bullied will be supported by:

- given immediate opportunity to discuss the incident and their feelings with a chosen member of staff
- assuring confidentially in the initial stages of enquiry and reassurance later on
- continuous support
- help in restoring self esteem and confidence
- the opportunity to work in a safe and quiet environment for a period of time

Whenever possible all parties will be reconciled

A pupil who has bullied will be supported by:

- discussing what happened
- discovering why, they and the pupil concerned were involved
- establishing the behaviour and need to change
- parents/guardians being informed and asking them to assist the pupil in changing their attitude
- appropriate help and support being offered (e.g. anger management etc)

Each case will be monitored to ensure repeated bullying does not take place.

Ways in which we strive to improve how bullying is tackled

- Systematic training for staff in managing and monitoring behaviour
- Regularly collect and analyse information regarding incidents of bullying
- Check that follow up action on confirmed allegations is sustained
- Consider the use of 'buddying' and peer mentoring programmes and positive peer pressure
- Counselling pupils and working with parents to avoid difficult and confrontational situations

Helpful organisations



Childline 24hr

0800 1111

www.childline.org.uk

Parentline Plus

0808 800 2222

www.parentlineplus.org.uk

Advisory Centre for Education

0207 354 8321

Youth Access

0208 772 9900

Bullying Online

www.bullying.co.uk

Anti- Bullying Alliance

www.ncb.org.uk/aba

NSPCC

www.nspcc.org.uk

Children's Legal Centre

0845 345 4345

Links to Other Policies

This 'Policy and Procedures' document should be read in conjunction with the school's Behaviour Policy and the school's policy on Equality of Opportunity.