

THE FRIARY SCHOOL

BULLYING POLICY

Issue No 6
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This policy is designed to support School Aim Number 4 and Objectives 8, 9 and 12. It should be read in conjunction with Governors' Discipline and Pupil Welfare Policies.

1. Aims

The aim is to make pupils aware of their responsibilities to their peers with regard to avoiding any action which may lead to an individual being bullied. This aim is clearly in support of the Bill of Rights* (in particular Sections 1, 2 and 4).

For the purpose of this policy "bullying" is defined as deliberate or persistent actions which lead to physical or emotional upset for another pupil. This may include:

- Name calling on several repeated occasions
- Sexual harassments
- Physical attacks
- Offensive behaviour
- Forcing friendship upon others
- Cyber attacks
- Racism
- Pointing out inequalities and differences between pupils
- Any actions that may cause pupils to come to any distress

NOTE (1) A disagreement between two willing participants may not involve bullying
(2) Name-calling may not, after investigation, be deemed to be bullying

The PSHE and Citizenship programme contains specific sections on bullying, especially for Year 7 pupils (during the Autumn Term) and also in Year 8.

Heads of Year will focus on bullying during year assemblies at various times in the year.

The school has instigated a range of measures to raise pupil awareness of bullying. [See also Section 4]

2. Objectives

Our objectives in formulating this policy are:

- ◆ To reduce and eradicate wherever possible instances in which pupils are subjected to bullying in any form.
- ◆ To establish appropriate means of providing after-care should an incident of bullying occur.
- ◆ To ensure that all pupils and staff are aware of this policy and fulfil their obligations to it.

3. Principles

The values and beliefs underlying this policy are:

- ◆ All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- ◆ The school recognises the detrimental effect on pupils who may be subjected to bullying and on pupil performance, and will work actively to combat such behaviour.
- ◆ Both those who are bullied and those who bully will be treated in a supportive manner.

4. Actions to Combat Bullying

(i) Raising Pupils' Awareness of Bullying

The Friary School acknowledges that all pupils will have been made aware of the unacceptable nature of bullying in their Primary Schools. This will not be a new concept for them to grasp.

Opportunities are provided for groups to discuss bullying in an attempt to eradicate it. These include a confidential school e-mail address, a quiet room where pupils have access to student mentors and regular contact with School mentors.

The school, through its PSHE and Citizenship programme, seeks to enable pupils to see things from the perspective of both the victim and bully. The School Council will raise any concerns with staff and The Leadership Team representative.

(ii) Raising Staff Awareness of Bullying

Key Staff have received specialist training.

This has been shared with staff.

Tutor meetings with Heads of Year re-enforce this.

(iii) **Referrals about Bullying**

Pupils are encouraged to speak to any member of staff with whom they feel comfortable, if they think they are being bullied.

Pupils are encouraged to speak on behalf of one of their peers to any member of staff with whom they feel comfortable, if they think that the person is being bullied.

In either case that member of staff will take the appropriate action by informing the form tutor, who in turn will involve the Head of Year if necessary. The School now has a dedicated student support office. Mrs. Jay Harper will deal directly with reported incidents and subsequent action.

Pupils will have access to a confidential e-mail system, student mentors and School Council representatives.

In addition, other Guidance and Support staff will be available at all times to offer advice and support.

(ii) **Responses to Bullying**

Whenever a pupil refers an alleged incident of bullying pastoral staff will investigate fully. Where appropriate the anonymity of the “referrer” will be preserved. If it then proves necessary the parents of both the victim and the perpetrator will be contacted by the Head of Year.

In particularly serious or repetitive cases the perpetrator will be subject to the Governors’ Discipline Policy. This may result in exclusion from school where appropriate.

(iii) **Monitoring of Bullying Incidents**

All bullying incidents will be logged by Guidance and Support staff and submitted to The Head of Year. Incidents of bullying will be recorded on pupils’ personal files. The victim will be asked to speak freely to staff should there be any repetition of the problem. Parents will also be invited to make direct contact with the Head of Year over any future concerns. All racist, homophobic and sexist incidents are reported to the County on a termly basis.

The future behaviour of the bully will be discreetly monitored. The pupil concerned will receive appropriate punishment (see Discipline Policy). Counselling and on-going support will also be made available. Pupils not responding to these measures will be referred to the School’s Inclusion Panel, who will invite parents to discuss future strategies.