

The Friary School

ANTI-BULLYING POLICY



Introduction

At the Friary School we are committed to providing a caring, friendly and safe environment for all students.

The aim of this policy is to make students of their responsibilities to each other and prevent any actions which may lead to an individual being bullied.

If bullying does occur, all students should be able to report it and know that incidents will be dealt with promptly and effectively.

For the purpose of this policy 'bullying' is defined as deliberate or persistent actions which lead to physical or emotional upset for another student.

Definitions

We recognise that bullying comes in many different forms:

- Physical Eg - pushing, shoving, tripping up, kicking, spitting, etc
- Emotional Eg - humiliating someone, name-calling, using insulting names or comments, etc
- Prejudice Eg - homophobic, racism, victimisation for special needs or disabilities, etc
- Indirect Eg - spreading rumours, etc
- Cyberbullying Eg - via mobile phone, via internet, etc

We recognise that an incident may also be described as bullying when:

- The same person or group always leaves someone out or shuns them.
- Someone makes threats of violence against someone else.
- Someone damages someone else's kit or clothing deliberately.
- Someone takes someone else's belongings deliberately.
- Someone tries to force someone else to do something they do not want to do.
- Someone tries to force another to do something sexual they do not want to do.

Although all of these actions are serious and adults should always intervene, they may not always be regarded as bullying unless they are part of an ongoing pattern of behaviour against the victim.

We **do not** recognise bullying to be a one-off falling out or confrontation.

Anti-Bullying Strategies

We foster an anti-bullying climate through a wide range of strategies including:

- Staff will model respectful behaviour through day-to-day interactions
- Maintain an on-going dialogue about acceptable / non-acceptable conduct in relationships; for example, respecting one another, recognising particular individual needs and disabilities, using displayed to communicate key messages, etc.
- Maintain anti-bullying themes into our pastoral programme; Eg - assemblies, tutor times, etc.
- Maintain anti-bullying themes in our Focus Week programme; Eg - National Anti-Bullying Week, Holocaust Memorial Week, Internet Safety Day, etc.
- Maintain anti-bullying themes in our PSHEE programme.

- Systemically publicise reporting options for bullying - with whole-day support available via our Student Supports facility.
- Liaise with national organisations to develop and improve anti-bullying practice; Eg - Kidscape, etc.
- Apply restorative justice interventions to anti-bullying (where appropriate) to better secure accountability and closure in any incidents.

Key Guidance for Dealing with Victims

We encourage all students to speak up if they are experiencing any bullying or relationship problems and to approach either Student Support, their tutor, or their parent in the first instance.

Alternatively, it is perfectly acceptable for a student to initially inform any member of staff that they feel most comfortable in speaking to about any incident.

We operate with clear expectations on how staff will deal and support any child who reports bullying:

- We will listen respectfully to the child
- We will take steps to stop the bullying with the victim's permission
- We will support children who have been bullied to help them build confidence
- We will meet with the perpetrator(s) and try to resolve the problem
- We will tell them we have noticed their behaviour is hurtful / unacceptable
- We will work with anyone who bullies to help them change their behaviour
- We will encourage the perpetrator(s) to acknowledge the hurt they have caused and learn from the incident
- We will not humiliate or put at risk the child who reported the bullying by making it known that they have done so
- We will give the perpetrator opportunities to change but if this fails we will take further steps
- We will put in place sanctions to be used as appropriate
- We will monitor and follow up incidents to ensure bullying has stopped
- We will involve outside agencies as and when appropriate
- We will liaise with parents to help support the response and resolution to any bullying incident

Key Guidance for Staff

If staff believe that bullying is taking place, they should refer the matter to the Student Support Team

The Student Support Team will:

- Interview the students involved and take statements if necessary
- Complete a 'bullying log' form in order to record the incident
- Contact the parents of both parties and involve outside agencies if required
- Decide on a suitable sanction for the perpetrator
- Determine if and when on-going support will be required for the victim
- Monitor the children involved and review in a specified time frame to make sure there are no repercussions

Key Guidance to Parents

If your child reports that they have experienced bullying in or out of school we would urge you to contact the Student Supports Team who can offer guidance, support and interventions to remedy the problem.

If you have further concern about on-going bullying then please contacted either Mr Rose (Deputy Headteacher) or Mr Allman (Headteacher) via school reception (Tel - 01543 267400).

Further information about bullying can be accessed via:

- www.bullying.co.uk
- www.antibullying.net
- www.anti-bullyingalliance.org.uk
- www.kidscape.org.uk
- www.antibullyingweek.co.uk

Further information about e-safety can be accessed via:

- www.childnet.com
- www.nspcc.co.uk
- www.ceop.police.uk
- www.saferinternet.org.uk
- www.thinkuknow.co.uk

Reviewed By	Policies & Procedures Committee	Implementation Date	Oct 2018	Review Date	Oct 2020
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