



ANTI-BULLYING POLICY

Date Policy Written: November 2011

Date of Policy Review: January 2015

Date of Next Review: January 2016

Date Policy approved/discussed with

Governors: January 2015

Definition

Bullying behaviour may be defined as behaviour by any individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

It can take many forms:

- Physical - for example, hitting, kicking , shoving, theft
- Verbal - for example, threats, name calling, racist or homophobic remarks
- Bullying related to race, religion or culture
- Bullying related to special educational need (SEN) or disabilities

- Bullying related to appearance or health conditions

- Bullying to sexual orientation

- Bullying of young carers or Looked After children or otherwise related to home circumstances

- Sexist or sexual bullying

- Emotional - for example, isolating an individual from activities/games and the social acceptance of their peer group

- Cyberbullying for example text, email and social networking

Increasingly, information technology is being used as a means of communicating verbal and emotional bullying.

Bullying often starts with apparently trivial events such as teasing and name calling which nevertheless rely on an abuse of power. Such abuses of power, if left unchallenged, can lead to the perpetrator inflicting more serious forms of abuse, e.g. domestic violence, racial attacks and sexual offences.

Agencies working with incidents of bullying should consider whether there are any child protection issues to be considered and whether a referral to Children and Young People's Services is necessary in relation to the child bully, the child victim or both, including under the children who abuse others procedures.

The Pupil

The Child Victim

Any child may be bullied, but bullying often occurs if a child has been identified in some ways as vulnerable or different to the majority,

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The damage inflicted by bullying can often be underestimated. It can cause considerable distress to children, to the extent that it affects their health and development or, at the extreme, causes them significant harm including self-harm.

Children are often held back from telling anyone about their experience either by threats or a feeling that nothing can change their situation or because they are unable to express their feelings.

Parents, carers and agencies need to be alert to any changes in behaviour such as refusing to attend school or a particular place or activity, or becoming withdrawn and isolated.

The Child displaying bullying behavior

Children who display bullying behaviour have often been bullied themselves and suffered considerable disruption in their own lives, but bullying may occur because the child is:

- unhappy
- jealous or
- lacking in confidence and low self esteem

The bullying may be intentional or to establish control.

Work with children who are displaying bullying behaviour, including those who sexually offend, should recognise that they are likely to have significant needs themselves and may be suffering or at risk of Significant Harm as well as posing a risk of significant harm to other children.

Action and Prevention

Mount Gilbert School takes bullying very seriously and has adopted a number of systems to support its pupils:

- We have implemented the SHARP System an on line facility available on all desktops which allows pupil to report incidents either by name or anonymously, they are also able to access this from home.
- There is a locked pupil suggestion box available for all pupils to access
- Use of Restorative Process to deal with incidents
- All pupils take part in Anti bullying week through form times
- Modules are taught through PSHCE to address bullying issues and the impact of bullying
- Social skills time through the enrichment programmes and breakfast club.
- Pupils are placed on bullying Contracts after three incidents of bullying, parents are informed by letter
- All form tutors get a weekly update on any incidents to discuss with their pupils during form time.
- Pupils should be able to approach any member of staff within Mount Gilbert with personal concerns about bullying, including witnessing bullying in the knowledge that the staff will respond appropriately.

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- All pupils have a minder in school where they can talk informally about any issues.
- PCM's are carried out each term which allows pupils the opportunity to discuss any issues in a more formal way.

Clear messages must be given that bullying is not acceptable and children must be reassured that staff members involved in their education are dealing with bullying seriously.

A climate of openness should be established in which children are not afraid to address issues and incidents of bullying.

Consideration should always be given to the existence of any underlying issues in relation to:

- Bullying related to race, religion or culture
- Bullying related to special educational need (SEN) or disabilities
- Bullying related to appearance or health conditions
- Bullying to sexual orientation
- Bullying of young carers or Looked After children or otherwise related to home circumstances
- Sexist or sexual bullying

Parents are informed on a regular basis if their child has been involved in any incidents of bullying either as the victim or the one carrying out the bullying behaviour. They should also be involved in supporting programmes devised to challenge bullying behaviour.

Parents should be made aware of policy and procedure will have access to the Anti Bullying policy.

Monitoring

- Weekly anti - bullying reports are sent to Form Tutors detailing any incidents for Form tutors to address/praise in form time.
- Monthly figures for individual pupils are analysed.
- Termly reports are produced for governors.

Appendix

- 1 Anti - Bullying Report
- 2 Anti - Bullying letter

Anti - Bullying Contract.					 or 	
lesson	Monday	Tuesday	Wednesday	Thursday	Friday	
B/fast						
Tutor						
Lesson 1						
Lesson 2						
Break						
Lesson 3						
Lesson 4						
Lunch						
Lesson5						
Lesson6						
Home						

Date



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Dear

Re: Pupil Name

It is with regret that I have to inform you that your son/daughter has been placed on a bullying contract.

As a school we do not take the issue of bullying lightly and take many steps to address the issues that arise.

Despite many conversations and verbal warnings designed to counteract this bullying behaviour it has not ceased.

The anti - bullying contract will be issued on a daily basis and will be marked for all lessons, form times and meal breaks as either unsuccessful or successful with reasons given for marking unsuccessful.

Consequences will be put in place on days when several times have been marked as unsuccessful.

I trust that we have your support on this matter but should you have any comments or questions please do not hesitate to contact me.

Yours faithfully

Lisa Lyon
Head Teacher

Headteacher: Mrs Lisa Lyon



