

THE SNAITH SCHOOL

ANTI-BULLYING POLICY

OBJECTIVES

- 1 To raise awareness and allow discussion on bullying through the school's PHSCEE policy.
- 2 As a school, to have a shared understanding of what constitutes bullying.
- 3 To involve pupils, staff, parents and Governors in the implementation of the policy.
- 4 To discuss and emphasise the prevention of bullying.
- 5 To know the school and acknowledge where bullying might occur.
- 6 To support pupils via the school's discipline policy.
- 7 To employ consistent procedures for investigating incidents of reported bullying.
- 8 To employ consistent procedures for dealing with bullying.

POLICY

The nature of bullying takes many forms, can be verbal or physical, done by individuals or groups, can be short term or continue for long period of time.

Being called names, teased, taunted, irritated on purpose, the target of rude gestures, intimidated, physically abused, excluded and threatened and all forms of bullying. Bullying can take place at a distance from the victim by means of:

- Text messages
- E mail/chat rooms
- Using a third party to deliver messages

Stereotyped definitions of bullies and victims do not always work and therefore all staff need to be vigilant and prepared to respond.

Bullying is the wilful, conscious desire to hurt or threaten or frighten someone else. It should not be viewed as part of everyday life or part of the growing up process that has to be tolerated.

There is a need for a consistent approach to bullying throughout the school so that the same message is delivered. Knowing that incidents will be recognised and dealt with irrespective of personnel gives a clear indication of the important of the issue and is in itself a form of prevention.

Pupils are made aware of the issue of bullying and this policy through assembly, PSHCEE programme and the work of the Anti-Bullying committee. We aim to be a community in which zero tolerance of bullying is the norm. Staff will aim to establish an anti-bullying ethos by forming and maintaining relationships with each other and students which are based on mutual respect, and by expecting students to do the same.

Both bully and victim need to be interviewed; during this the victim should not be made to feel inadequate or foolish.

The bully should be punished if necessary but care should be taken as to how this is done. Reacting aggressively or punitively gives the message that it is all right to bully if you have the power.

Anti-Bullying

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PROCEDURES FOR DEALING WITH BULLYING

For Pupils

Bullying must be reported to someone who can do something about it.

Bullying will continue unless something is done about it, therefore the pupil must be advised to tell someone who is in a position to do something about it, a teacher, parent, relative or other adult.

Telling an older brother or sister or friend might help the victim feel better but might not provide a solution. The situation where a sibling or friend takes the matter into their own hands is to be avoided as it could make matters worse.

Pupils should be encouraged to tell an adult if they witness someone else being bullied.

Pupils who have been bullied should be encouraged not to put themselves into positions where the bullying can continue/start again, eg saying something provocative to the person who has been doing the bullying, walking home alone, repeating the behaviour that caused them to be bullied.

Pupils should be told that they must report further incidents of bullying by the same person/or person's friends; etc once the initial incident has been dealt with.

For Staff

Incidents of bullying can differ greatly in nature and effect and therefore have to be dealt with on an individual basis. The main issue is that all reported/witnessed incidents are acknowledged as bullying and are dealt with.

1. Take the incident or report seriously.
2. Take action as quickly as possible.
3. Either deal with the matter yourself or refer it to the Form Tutor/HOY.
4. Obviously the nature of the incident will determine who deals with the incident and what action is taken. Serious incidents, eg physical bullying, threats and bullying which is causing the victim grave concern should be reported immediately to the HOY/SLG who in turn will inform the Form Tutor.
5. Interview both victim and bully, separately and together (where appropriate).
6. Where relevant, interview anyone who saw the incident.
7. Encourage the bully to see the victim's point of view.
8. Ensure the bully understands that such behaviour is unacceptable and that the school as a whole disapproves.
9. Explain clearly the punishment and why it has been given.

10. The bully must be told that such behaviour has to stop.
11. Both bully and victim need to be told what will happen if the bullying reoccurs.
12. All incidents need to be recorded and circulated to the appropriate staff.
13. Should further bullying occur after the matter has been dealt with, then stronger measures should be taken possibly involving the Governors.

Sanctions

Sanctions will depend on the degree and the nature of the bullying. They will also depend on whether the bully has bullied the victim before or if they have bullied other victims.

Sanctions could include:

- Verbal warning reinforced by a letter home
- Parents of both bully and victim invited into school to be told the outcome of the investigation and what would happen should the bullying continue
- Fixed term exclusion/interview with school Governors
- Permanent exclusion/police involvement

Aftercare

- Counselling might be appropriate for victim and bully
- Provision of a “safe area”
- Regular “check ups”/enquiries should be made regarding the victim to ensure that there has been no re-occurrence of the problem