

ANTI-BULLYING POLICY

Policy adopted by the Governing Body of The Wordsley School	
Date adopted by the Governing Body	
Signed by the Chair of Governors	

THE WORDSLEY SCHOOL - ANTI-BULLYING POLICY

Bullying takes many forms of which all staff and pupils should be aware:

1. **Gesture Bullying**
non-verbal threatening gestures meant to intimidate
2. **Verbal Bullying**
These can be racial, personal or cultural. They may also contravene specific legislation e.g. The Equality Act 2010
3. **Physical Bullying**
4. **Extortion Bullying**
Taking money, food, clothes and/or personal belongings
5. **Exclusion Bullying**
Sending friends to 'Coventry', ignoring friends on purpose
6. **Cyber Bullying**
Using email, mobile telephones, messaging systems and all forms of social media

In conclusion, when someone is being repeatedly kicked, hit, threatened, humiliated, excluded, called names, taunted or having their possessions interfered with, he or she is being bullied. It is important to seek an understanding that there is a difference between conflict (frequent in schools where there are often disputes/disagreements between pupils), mutual harassment (where both parties must accept responsibility for their actions) and bullying behaviour.

PHILOSOPHY

All pupils have the right to be taught in a safe, caring atmosphere. This atmosphere should provide non-threatening challenges, encourage pupils to feel secure and value all opinions, differences and needs.

PRINCIPLES

The Wordsley School believe that bullying is always unacceptable because of the short and long term distress that it causes, both emotionally and physically.

- We aim to deal effectively with bullying as it occurs.
- We aim to provide support to both victims **and** bullies. Behaviours are often learnt; understanding the motivation is important. It may reveal safeguarding/other concerns about the perpetrator.

- We aim to ensure that a common understanding of what is meant by bullying is held by all users of the school.

PROCEDURES

Pupils will be taught that bullying is not tolerated and that the school is a listening, responsible school with strategies in place for preventing and dealing with bullying.

There is a whole school approach to promoting a positive learning environment, through positive role models, PSHE, assemblies, tutor time and the curriculum.

Staff have a responsibility to challenge any communication between pupils which may involve seemingly 'throw away' remarks but, in remaining unchallenged, undermine acceptance of others both in their school environment and the wider community.

Pupils are encouraged to report all concerns to staff and prefects and house seniors will provide additional support.

STRATEGIES FOR DEALING WITH BULLYING

All pupils should be made aware that when they report an incident of bullying that **both the bully and the victim** will be listened to and their report taken seriously. When an incident of bullying is reported the following steps are in place for dealing with it:

- The victim will be encouraged to talk about it with someone in authority whom he / she has chosen and this person will liaise with the appropriate Head of House.
- If a pupil feels victimised, they may be provided with a book to record any future incidents, or be given a designated member of staff that they will 'check in' with on a daily basis.
- A meeting may be arranged between the victim and the bully to make sure that both parties are aware of the facts so that the bully knows how the victim feels. This will only take place if the victim feels comfortable and is happy to do this.
- The bully or bullies will be interviewed and written statements asked for. The bully, the victim, any witnesses and anyone else who can contribute will be asked to provide written statements.

- The member of staff dealing with the incident should ensure that the appropriate information is recorded on the school system/added to the pupil's confidential file. Evidence and record keeping is vital in the instance of future allegations of bullying behaviour.
- Parents to be informed as appropriate.

Staff will help the bully to recognise the unacceptable and anti-social nature of their behaviour and suggest strategies to change their behaviour. The victim will be supported to develop skills to combat the situation. Such support may involve peers, staff or outside agencies depending on the circumstances.

PERFORMANCE

At The Wordsley School the Anti-Bullying Policy will be evaluated by the following:

- Staff evaluation
- SLT regular review
- Pastoral team evaluation at Pastoral, Attendance and Safeguarding Team meetings
- The number of reported incidents of bullying
- The PSHE programme
- Pupil voice activities to gauge perceptions in relation to bullying and potential 'solutions'
- Governor's Discipline Committee
- Ofsted
- Parent Surveys

A review of the policy should take place biannually to see how well it is being implemented and findings will be acted upon.

APPENDICES

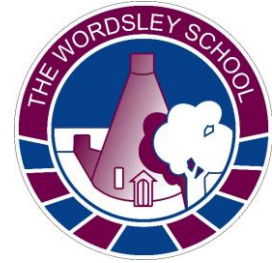
1. Referral system.
2. Incident report sheet (green sheet for staff)
3. Incident report sheet (blue sheet for pupils)

APPENDIX 1

STRUCTURE FOR DEALING WITH REPORTS OF BULLYING

STEP	POSSIBLE ACTION	STAFF INVOLVED
ONE	Victim / parent or pupils to report incidents of bullying. Member of staff to then report directly to HoH	Any
TWO	Victim, bully, any witnesses and anyone else who can contribute will be interviewed. Written statements taken and investigated Discussion with the victim and bully to take place either formally or informally	HoH or similar
THREE	Parents of both parties contacted where appropriate	HoH
FOUR	Depending on severity punishment will be issued. Record incidents and actions on the school system	HoH
FIVE	Monitoring the situation	HoH/FT School Counsellor/Nurse
SIX	Persistent bullies will receive further disciplinary action e.g. SLT detention / isolation / exclusion	Pastoral admin staff / HoH / FT / Subject Teacher SLT

APPENDIX 2



INCIDENT SHEET

NAME	
YEAR & FORM	
REPORTED BY	
DATE OF INCIDENT	

BEHAVIOURAL DETAILS

ACTION DETAILS

PLEASE PASS TO HEAD OF HOUSE FOR RECORDING

