

BULLYING POLICY

Rationale

We are a very successful and effective school. Our success is based on good teaching, good communication and good relationships both within school and between school and home. The potential for bullying exists in all schools and may be defined as the intentional hurting of one person by another often where the relationship involves an imbalance of power. This bullying may be verbal, physical, cyber or any action that is likely to result in a lowering of self-esteem. We aspire to be a school in which bullying does not occur, we will be pro-active in preventing bullying, and quick and sensitive in our response to it when it does occur.

Purposes

- To enable all pupils to make full contributions to school life;
- To deal with the causes of bullying as well as the consequences;
- To engage all members of the school community in preventing bullying;
- To achieve consistency in dealing with bullying incidents;
- To help pupils recognise and deal with bullying; both in and outside of school.

Guidelines

- We recognise and respond to ALL forms of bullying. These include: racial bullying; sexual bullying; homophobic bullying; cyber bullying; any form of discrimination by one person of another including bullying related to disability and special educational needs.
- Pupils will be provided with the opportunity to understand what is meant by bullying.
- The curriculum will provide opportunities to understand the causes and consequences of bullying, specifically through the teaching within the PSHRE curriculum.
- The assembly programme will contain the message of anti-bullying particularly by re-enforcing both equality and anti-bullying messages.
- Pupils will be made aware of how their actions may affect a bullying situation, and learn to accept and embrace the differences which make us all individuals.
- The school will ensure that every member of the school community is aware of their responsibilities should they encounter any behaviour that could possibly be a case of bullying. Pupils will therefore view the reporting of bullying incidents as responsible behaviour.
- Members of staff will treat all accusations of bullying seriously. They will report and log incidents when reported to them.
- The school will show they take bullying accusations seriously by encouraging pupils to talk and not keep bullying to themselves.
- The school planner, classrooms, information booklets for new parents and pupils will contain information and guidance on bullying and the school's approach to it.
- Action will be taken to deal with reported incidents with the aim of preventing bullying from recurring (see Appendix 2: Bullying issues processes for staff). Staff will use a variety of strategies including: talking to the people individually; supporting emotional needs; supporting behaviour management of bullies; talking to groups and with parents. The school may also use disciplinary sanctions where appropriate, including exclusion.
- The school will offer victims and bullies support. This may be in the form of a referral to the Pastoral Support worker, a peer mentor or a circle of friends.
- Parties reporting or accused of bullying will be informed of actions taken.
- This policy will be reviewed in consultation with pupils.
- Bullying incidents and types will be monitored and evaluated to inform the review of this policy and early intervention support work within school.
- The PASS survey and other student voice activities will also help monitor and evaluate the effectiveness of this policy.

- Bullying is not only a problem that affects young people. Adults bully too. Staff who feel that they are being bullied should report this directly to their line manager, or if this person is the perpetrator, then to the link SLT member for their faculty.
- Staff will regularly review and update their practice and training in relation to bullying.

Conclusion

The effective and consistent implementation of this policy will continue to ensure that pupils at Chew Valley continue to feel safe and supported within school and in the wider world. They will also be able to talk openly and confidently about incidents of bullying that may occur and seek help for themselves or their friends. They will develop effective coping strategies for the future should the need arise and be able to recognise and tackle discriminatory behaviours in the wider world.

Related Policies:

Child Protection and Social Media

PSHRE

Equality