

Y PANT COMPREHENSIVE SCHOOL



DRAFT POLICY STATEMENT - BULLYING

RATIONALE

All students have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

PURPOSE

- 1 To provide a framework for changing attitudes towards bullying and help create an ethos that does not tolerate the aggression of one person against another.
- 2 To provide advice and guidance for all pupils, staff and governors involved directly or indirectly with bullying.

GUIDELINES

- The school will follow the general guidelines contained in the 'Safe to Learn' document of September 2007 produced by WAG/LEA. A copy of which is held in school.
- There will be a procedure to follow should bullying occur which will be publicised widely within the school.
- The victim and bully will be given support so that a recurrence of the behaviour is prevented.
- Pupils will be assured that all staff are willing to listen to complaints and to intervene on their behalf.
- Pupils will be involved in discussing our code of behaviour and sanctions with staff.
- Pupils will be involved in helping to update and maintain this whole school policy.
- Awareness raising exercises will be held for all pupils and staff.
- All pupils will be encouraged to report any incidents of bullying to a member of staff.
- All pupils will be allowed and encouraged to express concern about bullying.
- All pupils will be encouraged to accept pastoral responsibility for others.
- The school will promote and encourage structured activities at lunchtime.
- Counseling of the victim and/or the bully will be sought where deemed appropriate.

CONCLUSION

Bullying will not be tolerated in our school.

BULLYING POLICY

Definition of Bullying: The willful, conscious desire to hurt, threaten or frighten someone.

Bullying can be physical and/or verbal in nature. Physical assault is particularly distressing but verbal abuse is also painful. Bullying also takes place where an individual or group attempts to isolate a second individual.

The whole-school policy on bullying will accord with the main aims of the school, in particular in encouraging the creation of a caring community.

The school policy on bullying will complement and support the policies on behaviour and race.

Whole-school strategies.

- 1 Explicit procedure to follow to be made available to all staff and pupils- in staff handbook/pupil prospectus/copy on form room notice-board.
- 2 Curriculum intervention.
Bullying will be addressed within the student curriculum wherever appropriate but particular focus will occur within the following areas:-
 - PSE programme
 - I.C.T. - 'Cyberbullying'
 - Drama/English
 - Assembly topic
 - Primary Liaison
- 3 Peer to Peer - 'Buddy' - support scheme.
- 4 Follow up to support victim and guard against recurrence.
- 5 Parental involvement: bully and bullied.
- 6 Encourage pupils to seek out and talk to any member of staff to whom they feel confident to speak.
- 7 Examine the school's physical environment and general organisation. Alert duty staff to "danger" areas.
- 8 Review & update all strategies and policies on a regular basis.

PROCEDURE

- 1 It should be stressed to pupils that when someone is being bullied or in distress they should take action. Watching and doing nothing can suggest support for the bullying.
- 2 Pupils who witness bullying should immediately inform a member of staff if they do not wish to become involved themselves.
- 3 Pupils should be encouraged not to tolerate bullies in the same social group.
- 4 Any incident of bullying or suspected bullying should be referred immediately to the appropriate Head of Year. **All** incidents should be recorded.
 - the bullied pupil should record the events in writing (where necessary, pupils will be assisted in recording this information).
 - the bully should also record the events in writing (where necessary, pupils will be assisted in recording this information).
 - the Year Tutor should record his/her discussions with both parties
 - the parents of the pupils involved should be sent copies of all reports, and the reports placed in the respective pupils' files.
 - work out a plan of action to prevent a recurrence involving all parties
- 5 Where it is considered to be appropriate, use should be made of the following outside agencies:-
 - The Outreach Service
 - The Educational Welfare Service
 - The School Psychology Services
 - The Community Liaison Officer

GUIDELINES: PROCEDURES TO ADDRESS BULLYING

The victim will be interviewed by the Head of Year receiving the complaint; who will then inform the Head of School in confidence. A written record will be made.

The bully will be interviewed separately, either by the Head of Year or the Head of Section. A written record will be made.

The bully may be interviewed by representatives of the School Council. A written record will be made.

The other witnesses will be interviewed either by the Head of Year or the Head of Section. Where appropriate a written record will be made.

Whatever the outcome of the investigation all parties will be left in no doubt as to the effect of bullying and the school's policy.

In the event of the complaint being upheld, the bully will be confronted, and informed of what sanctions are to be implemented. It will be made clear that the bullying must stop immediately.

Parents of victims may need to be informed of the outcome of the investigations and any immediate sanctions or threatened sanctions should there be a recurrence. The written report will be made by the Head of Year or the Head of Section.

Counseling of the victim and/or the bully will be sought where deemed appropriate.

Victims will need a guarantee that any repercussions either in or out of school will lead to the immediate imposition of the agreed sanctions.

Should the complaint not be satisfactorily dealt with, then parents and victims should be informed of the general complaints procedure.

The complaints procedure does not cut across, compromise or pre-empt the right of parents or victim to make a direct complaint to the police.

SANCTIONS

Following accepted procedure including, in selected circumstances, interview by the School Council (who can recommend the type of sanction.)

Possible Sanctions:-

- Verbal warning
- Written warning signed by bully
- After school detention
- Formal Interview by Head of Section
- Formal Interview by Headteacher
- Exclusion

The sanction or sanctions used will depend on the severity of each case

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