

Langley School Anti-bullying Policy

This policy was drawn up in collaboration with:

- Staff and Governors.
- Pupils
- The Healthy Schools Working Party
- Parents and carers

Affirmation

The school recognises that bullying is a serious issue. We recognise the damage it can cause to the education of the victim, the perpetrator and the pupil body as a whole. We are committed to challenging the assumption that bullying is inevitable and are working towards its complete eradication.

Aims

The aim of this policy is to provide a definition of bullying and to establish some basic guidelines for:

- The prevention of bullying
- The reporting of bullying
- The recording of incidents of bullying
- Supporting the victim
- Supporting the bully
- Sanctions

Definition

Bullying is repeated action that is intended to cause someone else harm or upset.

Often children and parents will present with a problem that they define as bullying, but is an isolated incident of aggression or verbal abuse. All such incidents must be taken seriously and dealt with sensitively. However, given the severity of the effect of defining a series of events as bullying care should be taken to apply the above definition and to explain how the school views each incident. Where a teacher is unsure they should consult with the Head or Deputy or pass the person onto those two people.

Prevention

The school is committed to the complete eradication of bullying. In order to do this the school will:

- Have an Anti-Bullying Week every year as part of the curriculum to promote the school's anti-bullying policy.

- As part of this week staff will deliver anti-bullying lessons in Citizenship and other relevant subject areas.
- Where necessary deliver training to staff on the Anti-Bullying Policy and other associated issues.
- Have an Anti-Bullying display board promoting the reporting of bullying.
- Ensure that all parents have a copy of the Anti-Bullying Policy sent to them.
- Where requested translate the Anti-Bullying Policy into relevant languages.

Reporting

The school is committed to removing the culture of secrecy from bullying. We recognise that many young people will be put off reporting bullying because they fear that it will make matters worse.

In order to promote the reporting of bullying the school will:

- Provide a worry box so that incidents of bullying can be reported anonymously if necessary
- Provide training to staff in how to deal with a disclosure about bullying.
- Deal with each disclosure about bullying sensitively and with a guarantee about anonymity if this is requested (except where it conflicts with a duty to disclose under child protection legislation).

In order to ensure the accuracy of reporting written testimony will be taken from the victim, the perpetrator and any witnesses. These will be treated sensitively and kept confidential (unless conflicting with child protection legislation).

Recording

In order to monitor the frequency with which incidents of bullying take place the school will record each incident of bullying centrally on a database. The responsibility for holding this database rests with the Head Teacher. The Head Teacher also has a duty to report all such incidents to the Governing Body at the next available meeting and to comply with the Local Authority's form of corporate recording of such incidents.

The School recognises how traumatic being the victim of bullying can be. We are committed to providing each victim with the support they need to continue with their education in an environment free from the fear of bullying. In order to do this the school will:

Victim Support

- Discuss with the pupil what support they feel that they need.
- Discuss with the parent/s what support they feel their child/young person needs.
- Make referrals to external agencies if necessary.
- Offer a meeting with the perpetrator of the bullying.

Support for the Bully

The school recognises that bullying can damage the education of the perpetrator as well as the victim. Pupils that bully will be offered a range of support. This will include one or more of the following:

- Supervised break times.
- A Behaviour Action Plan.
- Daily reporting of progress to parents or carers.
- A referral to the school's Learning Mentor.
- A referral to an external agency.
- If the bullying has involved actual or attempted extortion, a referral to the school's police officer.

Sanctions

It is important for the victim of bullying, the perpetrator, and the school community as a whole that there are clearly defined consequences for any act of bullying. Each case will be dealt with individually, but the types of sanctions available to the school are:

- Withdrawal of break times and lunchtimes.
- Fixed term exclusion.
- Permanent exclusion.
- Parents being invited into school to listen to their child's explanation for their actions.

With cases of bullying the parents of the bully will always be informed.

Communication

The key to the success of this policy is that communication between the bully, victim, parents and carers and professionals is open and unambiguous. It is vitally important that in cases of bullying all clearly understand what has happened and the process and consequences of the actions. In the case where the language understood is not English every effort will be made to provide translation facilities.

Review

This policy will be reviewed every two years.