

WYVERN COMMUNITY SCHOOL

ANTI-BULLYING POLICY

We are committed to providing a caring, friendly and safe environment for all members of the school, including students and staff, so they can learn in a safe and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur all students and staff should feel confident that incidents will be dealt with promptly and effectively. We are a TELLING school; this means that anyone who knows that bullying is happening is expected to tell someone.

1. **What is bullying?**

Bullying is causing repeated, deliberate physical and/or emotional hurt.

Bullying can be:

- *Emotional* note passing, excluding and tormenting
- *Physical* pushing, kicking, hitting, punching or any use of violence
- *Racist* racial taunts, graffiti, offensive literature, refusal to co-operate with other students because of race or ethnicity
- *Sexual* unwanted physical contact or sexually abusive comments
- *Homophobic* because of, or focussing on the issue of sexuality
- *Verbal* repeated name-calling, spreading rumours, teasing
- *Cyber* all areas of internet, such as e-mail and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, ie camera and video facilities (ref. Parents' Guide at www.cyberbully.org).

2. **Why it is important to respond to bullying**

Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

3. **Aims and Objectives**

- All students and staff feel safe within the school environment.
- To fulfil the aims of Every Child Matters.
- Procedures are followed as laid down in this policy.
- To reduce the frequency of bullying incidents.
- Students, staff, parents and governors have confidence that the school will deal with bullying incidents.

4. **Signs and Symptoms**

A young person may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these **possible** signs and that they should investigate if a young person:

- is frightened of walking to or from school;
- doesn't want to go on the school/public bus;
- begs to be driven to school;
- changes their usual routine;
- is unwilling to go to school (school phobic);
- begins to truant;
- becomes withdrawn, anxious, or lacking in confidence;
- starts stammering;
- attempts or threatens suicide or runs away;
- cries themselves to sleep at night or has nightmares;
- feels ill in the morning;
- begins to do poorly in school work;
- comes home with clothes torn or books damaged;
- has possessions which are damaged or 'go missing';
- asks for money or starts stealing money (to pay bully);
- has dinner or other monies continually 'lost';
- has unexplained cuts or bruises;
- comes home hungry (money/lunch has been stolen);
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what's wrong;
- gives improbable excuses for any of the above;
- is afraid to use the internet or mobile phone;
- is nervous and jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

5. Procedures

- a) Bullying incidents disclosed to a trusted adult will be investigated by collecting statements as necessary with the intent to stop the bullying quickly.
- b) Students can refer to peer mediators and Senior students to help solve 'lower level' incidents.
- c) Mediation work will be carried out by an appropriate member of staff.
- d) Students will be offered the service of the School Counsellor.
- e) Senior students will mediate in incidents reported in the Bully Box.
- f) In cases of serious bullying, the incidents will be recorded by the adult involved in mediation with copies to the Year Leader and Key Stage Progression Leader.
- g) In serious cases, parents will be informed and will be asked to come in to a meeting to discuss the problem. The perpetrator may be isolated or excluded as appropriate as decided by the Headteacher or, in his absence, a Deputy Headteacher.

- h) If necessary and appropriate, police will be consulted.
- i) An attempt will be made to help the bully(ies) change their behaviour through mediation.
- j) The School Counsellor will act as a point of contact for staff and will direct as appropriate.

6. **Prevention**

The school will use a range of strategies to promote an anti-bullying culture:

- promotion of the school anti-bullying policy to all stakeholders;
- annual 'school life questionnaires' so that patterns of bullying can be analysed and targeted intervention applied;
- anti-bullying assemblies;
- anti-bullying messages on the 'big screens' and prominently displayed posters;
- anti-bullying work through curriculum time, eg PSHE, English, Drama and tutorial time;
- use of circle time;
- nurture groups, 1:1 mentoring, lunch club and FSES activities to support vulnerable students and raise their self esteem;
- applying sanctions of IER, isolation, alternative provision and exclusion to the bully as appropriate;
- participation in anti-bullying conferences and professional development training.

7. **Monitoring**

(To provide evidence of actions and interventions taken and to monitor the number and type of bullying incidents.)

- Bullying incidents **as defined by this policy** will be logged on a Bullying Record Sheet by the adult leading on the incident. The record sheet is copied to the Year Leader or Key Stage Progression Leader.
- The Deputy Headteacher will be responsible for collecting and collating data from the Key Stage Progression Leaders.
- Racist or homophobic incidents will be logged separately in the file kept in the Head's PA's office (to meet statutory guidelines).

8. **Evaluation**

- Analysis of anti-bullying data by the Deputy Headteacher
- Feedback from School Council
- Feedback from parents
- Deputy Headteacher's annual report to Year Leaders, Leadership Team and Governors

9. **Links to other policies**

- Child Protection
- Racism and Homophobic Policies
- Behaviour Policy

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