

ARCHBISHOP ILSLEY

Anti-Bullying Policy

At Archbishop Ilsley School we are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure environment, free from harassment, abuse and fear. Bullying in any form is unacceptable at our school and will not be tolerated.

We are a **telling** school. This means that anyone who is a victim of bullying or is aware of bullying behaviour towards another is expected to tell a member of staff immediately.

What is Bullying?

Bullying is an anti-social behaviour that affects everyone and generally takes one of four forms:

1. PHYSICAL

Any form of unwelcome, aggressive, violent or ill-intentioned physical contact (e.g. pushing, kicking, hitting, punching, slapping etc)

2. VERBAL

Any form of direct verbal abusive (e.g. name calling, teasing, threats, sarcasm, goading etc)

3. INDIRECT

Any form of indirect bullying (e.g. being unfriendly, spreading rumours, excluding, tormenting etc)

4. CYBER

Any form of electronic abuse whether by phone, email, internet or using technology (e.g. nasty and/or threatening comments, abuse of camera and video facilities, using social media in a negative way towards someone etc). This involves all platforms and programmes such as Facebook, Twitter, MSN, Snapchat, Instagram, BBM etc.

Common Examples of Bullying

A few examples of the kinds of common areas that bullies use to target a victim include:

- Race
- Gender
- Sexuality (Homophobic)
- Social Standing
- Age
- Appearance
- Disability
- Academic Ability

Why is it important to respond to bullying?

Bullying hurts.

No one deserves to be bullied, ever.

Everyone has the right to be treated with respect.

Children who are bullies need to learn different ways to deal with their behaviour.

The school has a responsibility to respond promptly and to effectively deal with issues of bullying.

How do we deal with bullying incidents?

1. If any incident of bullying is reported or even suspected it will be dealt with by relevant staff members in school such as a Form Tutor, Head of House or Pastoral Support Assistant.
2. A clear account of the incident will be recorded as soon as possible on Pupil Statement Forms from all pupils involved.
3. Appropriate action will be taken to resolve the bullying in line with current best practice and guidance.
4. Form Tutors and any other relevant staff in school will be informed of the incident so that the situation can be monitored and asked to report if the problems persist.
5. If a problem is not resolved immediately the parents of all students involved will be contacted and may be asked to have a meeting at the school.

How are bullying victims supported?

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity for them to discuss the situation with an appropriate member of staff such as Pastoral Support Assistant, Form Tutors and Head of House.
- Offering the pupil re-assurance.
- The use of a supervised mediation session to take place to resolve the situation where appropriate.
- Offering mentoring support to help increase confidence and self-esteem.

How are those bullying others supported?

Pupils who have been bullying others will be supported by:

- Discussing what happened with an appropriate member of staff.
- Discovering why the pupil became involved in the bullying incident – looking at possible family and social factors.
- Keeping records so that patterns of bullying can be monitored and acted upon quickly.
- Establishing wrong-doing and advising the pupil on ways to change their behaviour.
- The use of a supervised mediation session to take place to resolve the situation where appropriate and provide opportunities to increase empathy and build bridges in order to reduce the likelihood of further problems.

What disciplinary steps can be taken?

There are a range of steps that can be taken for incidents of bullying that include:

1. Official warnings
2. Loss of privileges
3. Isolation at break and lunchtime
4. Senior staff detention
5. Internal Exclusion - full day
6. Meeting with governors
7. Fixed term exclusion
8. Exclusion
9. Police involvement

How does the school help to prevent bullying?

Within the school curriculum we will raise the awareness of the nature of bullying through a variety of means:

- Citizenship lessons
- Assemblies (House, Age Appropriate, Whole School) on all aspects of bullying including Racial and Homophobic bullying.
- National Anti-Bullying Week
- Parent Focus Evenings on Internet Safety to give advice and help on the detection and prevention of cyber-bullying
- Creating an ethos built on mutual respect of all in the community.

Useful Contact Numbers/Agencies

- Please let the school know of any bullying incidents
- **CEOP** - Child exploitation and online protection centre.
- **Childline** - 0800 1111
- **Kidscape** - Preventing bullying protecting children - 08451 205 204