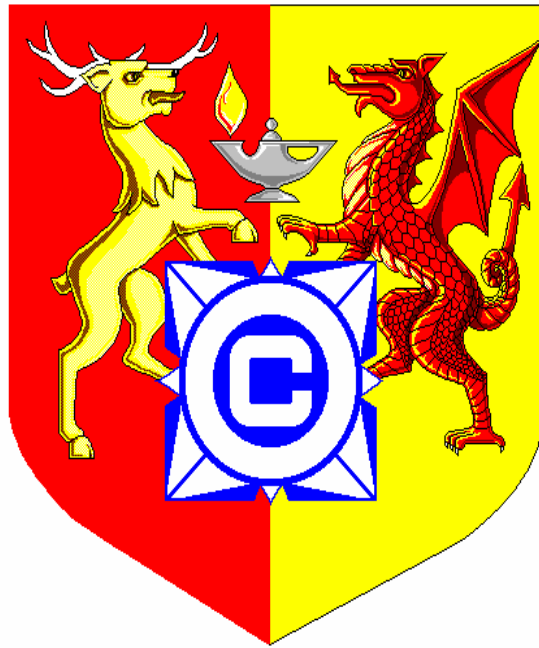


Cantonian High School

Ysgol Uwchradd

Cantonian



Anti-bullying Policy

Revised October 2008

ANTI BULLYING POLICY: CANTONIAN HIGH SCHOOL

Governors adopted this policy on 16th March 2009

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying* are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks, either in person or via 'cyber bullying')
- indirect (spreading rumours, excluding someone from social groups, either in person or via 'cyber bullying')

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

(Issues relating to bullying of staff are dealt with separately in the county guidance on harassment).

Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

** see appendix 1 for detailed descriptions*

Implementation

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded on SIMS in the 'bullying incident' field** attached to the perpetrators' name/s. Written accounts will be taken from all parties concerned, and these will be given to a member of SMT / the head teacher, together with an outline of the incident. Names/ages of all parties must be recorded, together with location of incident/s/date/time, details, type of incident, gender/ethnicity of victim/perpetrator, action taken, support offered, whether a pattern of behaviour is appearing, whether outside agency help has been sought, and whether the incident has been resolved
- Form tutors, learning leaders and transition leaders will be kept informed, and if it persists the form tutor will advise the appropriate subject teachers
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation will all parties concerned
- The SMT member responsible for monitoring bullying will collate all incidents of bullying and provide a summary each term for governors detailing number of incidents etc

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence
- being invited to join the 'Buddy Club' and receive peer mentoring
- being offered support from the Inclusion Room

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

** see appendix 2 for instructions

The following disciplinary steps can be taken:

- official warnings to cease offending
- detention
- withdrawal
- fixed-term exclusion
- permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, school council, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

The SMT member responsible for collate all bullying incidents will provide a summary each term for governors detailing:

- number of incidents
- type of incidents***
- age of victim/perpetrator
- location of incident
- gender/ethnicity of victim/perpetrator
- action taken
- involvement of external agencies
- whether incidents were resolved

***See appendix 3 for sample incident types etc