



FYLING HALL SCHOOL

Anti-Bullying Policy

Last updated: 7 February 2008

Anti-Bullying Policy

Bullying is an anti-social behaviour which affects everyone in the school community. It limits everyone's opportunities to learn and thrive and we therefore aim, by means of this policy, to prevent bullying occurring at Fyling Hall School. In preparing this policy reference has been made to the DCFS guidance "Bullying: don't suffer in silence". The advice given on the website www.kidscape.org.uk is also gratefully acknowledged.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology, i.e. camera & video facilities

Why is it 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. Pupils who are bullying need to learn different ways of behaving. As a school we have a responsibility to respond promptly and effectively to issues of bullying.

Signs and Symptoms

The signs and symptoms of bullying are numerous. However, the following may indicate that a child is being bullied.

- doesn't want to go on the school bus
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- attempts or threatens suicide or runs away
- begins to do poorly in school work
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children
- 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 & 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

Students must be encouraged to report bullying, either to a member of staff, to a school prefect, to the school nurse or to one of the support agencies / mentors promoted within the school. Students may wish to have their identity protected if they are reporting bullying to a member of staff—this request should be respected whenever possible.

All staff and students must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

Procedures

The following steps should be taken when dealing with an incident:

- All suspected or reported incidents of bullying will be taken seriously and treated sensitively by the member of staff who has been approached.
- 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 must be recorded and given to the Head Teacher. Support should be offered to the students involved to produce a written report.
- An appointed member of the SMT, will interview all concerned and will record the incident outlining the action to be taken and any outcomes.
- Form Tutors and the students concerned will be kept informed and the appropriate subject staff advised.
- Parents of all parties will be notified and kept informed.

Students 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 student
- Offering continuous support with a designated member of staff
- Restoring self-esteem and self-confidence
- Referral to a counsellor
- Offering continuous support and advice to parents

Students who have bullied will be helped by:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrong-doing and the need for change
- Informing parents or guardians to help change the attitude of the student

The following disciplinary steps can be taken:

- Detentions, with work set that addresses some of the issues around bullying, control and power
- Students may be sent home pending the outcome of the investigation
- Exclusion from certain areas of the school premises
- Weekend gating
- Minor fixed term exclusion
- Major fixed term exclusion
- Referral to Anger Management training if appropriate
- Permanent exclusion

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

The Role of the Bystander

The whole school community, including students, teachers and other members of staff have a responsibility to report any incident of bullying if they witness it or know of its existence.