



THE WORDSLEY SCHOOL

**BUSINESS & ENTERPRISE AND MUSIC
COLLEGE**

ANTI-BULLYING POLICY OCTOBER 2010

REVIEW OCTOBER 2012

THE WORDSLEY SCHOOL ANTI-BULLYING POLICY.

Bullying takes many forms of which all staff and pupils should be aware:

1. Gesture Bullying - non-verbal threatening gestures meant to intimidate.
2. Verbal Bullying - these can be racial, personal or cultural.
3. Physical Bullying.
4. Extortion Bullying taking money, food, clothes and/or personal belongings.
5. Exclusion Bullying - sending friends to 'Coventry', ignoring friends on purpose.
6. Cyber bullying - using email, mobile telephones.

In conclusion when someone is being repeatedly kicked, hit, threatened, humiliated, excluded, called names, taunted or when their possessions are interfered with he or she is being bullied.

Philosophy.

All pupils have the right to be taught in a safe, caring atmosphere. This atmosphere could provide non-threatening challenges, encourage pupils to feel secure and value all opinions, differences and needs.

Principles.

The Wordsley School believe that Bullying is always unacceptable because of the short and long term distress that it causes, both emotionally and physically.

- We aim to deal effectively with bullying as it occurs.
- We aim to provide support to both bullies and victims.
- We aim to ensure that a common understanding of what is meant by bullying is held by all users of the school.

Procedures.

Pupils will be taught that bullying is not tolerated and that the school is a listening responsible school with strategies in place for preventing and dealing with bullying.

Preventative measures include positive role models and a whole school approach to promoting positive learning environments as well as telling and listening environment. PHSE, Assembly, and Tutor time are integral to the promotion of

the aforementioned approaches, supported by the teaching staff during the formal curriculum.

Pupils are encouraged to share responsibility to prevent bullying - Prefects and House Seniors act as mentors and police the site - as do Cyber Mentors

Strategies for dealing with Bullying.

All pupils should be made aware that when they report an incident of bullying that **both** the bully and the victim will be listened to and their report taken seriously. When an incident of bullying is reported the following steps are in place for dealing with it:

- The victim will be encouraged to talk about it with someone in authority whom he/she has chosen and this person will liaise with the appropriate Head of House.
- Pupil provided with private record sheet, to record incidents where they feel victimised.
- With the victim's agreement the bully or bullies will be interviewed and written statements asked for from both the bully and the victim and possibly any other witnesses.
- A meeting may be arranged between the victim and the bully to make sure that both parties are aware of the facts and so that the bully knows how the victim feels.
- Involvement and support of parents of both the bully and the victim is expected in order to resolve the situation, letters will be sent home and parents asked to come into school.

Counselling of the bully will take place to help them recognise the unacceptable and anti-social nature of their behaviour and to develop strategies to change it. Counselling of the victim will take place to help them develop skills to combat the situation. This counselling may be done by peers, staff or outside agencies depending on levels of training.

Incidents of bullying will be recorded on file for a given period after which they will be reviewed by Form Tutor, Head of House and SLT. Subject tutors will also be informed of the incident so that the situation can be monitored at all times.

The situation will be followed up and monitored as seems necessary to see how it has improved by Form Tutor and Head of House.

Remorse/guilty plea/will mitigate.
Denial/refusal to accept (if proven) will aggravate.

Performance.

At The Wordsley School the Anti-Bullying policy will be evaluated by the following mechanisms:

- Staff evaluation.
- SLT regular review.
- House team evaluation.
- Pupil evaluation (incident report).
- Parental involvement (reported incidents).
- The number of reported incidents of bullying.
- The PSHE programme.
- Survey shows pupil's perceptions but we could ask them for their "solutions". Health Survey/PASS/K & R/Surveys.
- Governor's Discipline Committee

A review of the policy should take place biannually to see how well it is being implemented and findings will be acted upon.

Appendices.

Referral system.
Bullying report sheet.

The Wordsley School's Structure for dealing with reports of bullying.

<u>Stage</u>	<u>Possible action</u>	<u>Staff involved</u>
One	Report is made to a school user and permission is gained to take the report to someone in authority or to HoH. Victim provided with record sheet, to monitor incidents.	ANY
Two	Victim Bully and any witnesses will be interviewed. Parents will be notified either via telephone or letter. Report attached to files of pupils involved.	HoH or similar
Three	Depending on severity punishment will be issued.	HoH
Four	Counselling of both victim and bully to take place either formally or informally.	HoH/FT School Counsellor/Nurse
Five	Monitoring and follow up of situation.	HoH/FT/Subject tutor
Six	Persistent bullies will receive further disciplinary action e.g. SMT detention/isolation/exclusion.	SMT/Head