



Anti-Bullying Policy

Rationale

All staff, students and parents should be aware of the negative effects that bullying can have on individuals and should work towards ensuring that students can work in an environment without fear.

Scope

Bullying is unacceptable in this school and will not be tolerated; every allegation of bullying will be taken seriously. Bamburgh recognises that it must take note of bullying perpetrated outside of school which spills over into Bamburgh. We will take all practicable to eliminate any such bullying and to respond to it.

Aims

- To demonstrate that Bamburgh takes bullying seriously and will not be tolerated
- To take measures to try to prevent all forms of bullying in Bamburgh and on off-site activities
- To support everyone in the actions to identify and protect those who might be bullied
- To demonstrate to all that the safety and happiness of students is enhanced by dealing positively with bullying
- To promote an environment where open discussion about bullying is encouraged
- Wherever possible promote positive attitudes with all pupils



Definition of Bullying

Bullying is deliberately hurtful behaviour, whether physical or psychological, repeated over a period of time. Where it is difficult for those being bullied to defend themselves.

According to 'Kidscape' it involves:

Aggression (deliberate)

Power Relationship

Actions resulting in Pain and Distress

Actions as described above which are persistent

Responsibilities

Governing Body

The 'nominated governor' will liaise with the Chair and Deputy Head over all bullying strategies and individual cases where appropriate. The governing body will discuss, review and endorse agreed strategies on the initiative of the 'nominated governor', and in any case will discuss the Head's annual report on the working of this policy.

The Head

The Head has a legal duty under Framework Act 1998 to draw up procedures to prevent bullying among students.

The Deputy Head will:

Ensure that all staff have an opportunity of discussing strategies and reviewing them. Determine the strategies and procedures.

Discuss development of the strategies with the SMT. Ensure appropriate training is available.

Ensure that the procedures are brought to the attention of all staff, parents and students. Report annually to the governing body.

School Staff will:

Know the policy and procedures.

Ensure that there are positive strategies and procedures in place to help both the bullied and bullies.

Keep the Head and Deputy Head informed of incidents, together with the designated child protection officer where appropriate and help maintain the bullying log.



Deal with any instances of bullying on an individual and personal basis, applying sanctions and remedies appropriate to the particular incident, according to the policy.

Support positive behaviour.

Be observant and to ask students what is happening to them.

Never let any incidents of bullying pass by unreported, whether on-site or during an off-site activity.

Bullying Education in the Curriculum

Bamburgh will raise the awareness of the social nature of bullying through a PSHE programme, school assemblies, Pupil Voice, leaflets and posters, use of tutorial time, targeted intervention and in the national curriculum programmes of study as appropriate.

Changing the attitude and behaviour of bullies will play a major part in the strategies used by Bamburgh

Procedures

How is bullying shown?

It can be:

Physical

Verbal

Social or psychological Cyber bullying

Signs of Bullying

Students who are being bullied may show changes in behaviour, e.g. becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be changes in work patterns, a lack of concentration, or truancy. All staff should be aware of these possibilities and to report promptly any suspicions of bullying to the Deputy Head. Students will be encouraged to report incidents of bullying to any available member of staff.

Dealing with Incidents

If bullying is suspected or reported the incident will be reported immediately to the appropriate member of staff and followed up in writing on a pupil concern sheet.

Staff dealing with students who have been bullied must always offer reassurance. Students who have been bullied will be given support determined by the Form Tutor or Deputy Head in consultation with the student.



If a racial element to the bullying is suspected the Deputy Head must be informed immediately as she is responsible for the reporting of racist incidents.

The Deputy Head will record the details of the incident in the log book and begin the restorative process and issue sanctions.

Staff teaching and supporting the bullied student and will be informed where appropriate. Parents will be kept informed by the appropriate member of staff.

Bullies

Changing the attitudes and behaviour of bullies will be an integral part of the positive procedures used at Bamburgh. However, Bamburgh recognises that sanctions will also have to be used against bullies.

Sanctions

Sanctions will be followed as outlined in the school behaviour policy. For persistent offenders or incidents considered as gross acts of aggression a student could be temporarily or possibly permanently excluded.

Involvement of Parents

Parents, as well as all staff and students, should know that Bamburgh will not tolerate bullying, and takes a positive approach to educating students to combat it.

Parents of students who are being bullied and parents of the bullies will be involved in the solution to the problem as deemed appropriate by the school.

Parents will be informed of the policy and procedures and the possibility of temporarily or permanent exclusion following gross acts of bullying.

Involvement of students

Students will be involved in the positive strategies both through Pupil voice and tutor groups.

Students will be consulted on how policy could be developed. A major part of the programme will consist of educating students in how to cope with bullying.

Counselling

Bamburgh is prepared in appropriate cases to arrange counselling for both bullies and the bullied.

Reporting and Recording

All incidents must be reported and recorded using Bamburgh's Bullying log



Monitoring and Review

The Bullying Policy will be reviewed annually in relation to school governance requirements, by the member of the SMT responsible, in conjunction with the relevant school based personnel.