

THE DRIVE PREP SCHOOL - ANTI-BULLYING POLICY

BULLYING: OUR SCHOOL'S VALUES AND BELIEFS

This policy links with the National Healthy Schools Programme theme of Emotional Health and Wellbeing, safeguarding children's procedures and the current DCSF guidance, Safe to Learn, embedding anti-bullying in schools.

All pupils and staff have the right to feel happy, safe and included.

Pupils and staff have the right to work in an environment without harassment, intimidation or fear.

- All bullying, of any sort, is therefore unacceptable.
- Pupils who experience bullying will be supported.
- We recognise the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

OUR INTENTIONS IN PRODUCING THIS POLICY ARE

- To express our belief that all pupils should be included fully in the life of the school.
- To provide a learning environment free from any threat or fear, which is conducive to the achievement of individual aspirations.
- To reduce and to eradicate wherever possible, instances in which pupils are subject to any form of bullying.
- To respond to all instances of bullying that are reported to us.
- To establish a means of dealing with bullying, and of providing support to pupils who have been bullied.
- To provide support for pupils who are accused of bullying, who may be experiencing problems of their own.
- To ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it.

DEFINITION OF BULLYING

Bullying is:

- Deliberately hurtful
- Pre-meditated, planned assault as opposed to a sudden or occasional flare up and fight.
- Repeated, often over a period of time
- Difficult for victims to defend themselves against.

It can take many forms but the main types are repeated:

- **Physical** – hitting, kicking, taking another’s belongings
- **Verbal** – name calling, insulting, making offensive remarks
- **Indirect** – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails, Face book (Cyber bullying/Internet policy) or text messages on mobile phones (Mobile Phone Policy). It can be difficult in the latter to ascertain who sent the message and therefore it is wise not to give out numbers or e-mail addresses to more than just a trusted few.

Some forms of bullying are attacks on the group to which he or she may belong. Within school we will pay particular attention to:

- Racial harassment and racist bullying
- Bullying because of pupils’ religious beliefs
- Sexual bullying
- Bullying because of pupils’ sexual orientation or perceived orientation.
- Verbal abuse (including the use of homophobic language)
- Bullying of pupils who have special educational needs or disabilities.

CREATING AND USING STRATEGIES TO PRODUCE AN ANTI-BULLYING CLIMATE IN SCHOOL

We promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other.

We are proud to have won an Anti-bullying poster competition. Also artwork themed ‘Peace’ won three of the four Brighton Police awards and are featured in the All Faiths Room at Brighton Police Station.

Our curriculum is used to:

- Raise awareness about bullying and our anti-bullying policy,
- Increase understanding for victims and help build an anti-bullying ethos, and
- To teach pupils how constructively to manage their relationships with others.

Citizenship teams in class commenting on issues including bullying are chosen to reinforce our anti-bullying approach.

Role play in drama and stories or specific worksheets as an extension of a drama or citizenship lesson are used to show pupils the effects of bullying or what they can do to prevent bullying, and to create an anti-bullying climate in school. We have PSHE books with an anti-bullying section.

- The rewards system encourages students to value effort and achievements.

- Fundraising encourages students to have empathy with others.
- Extra-curricular activities enable students to participate in inter-form events, clubs and teams. These give opportunities for co-operation.

Through these opportunities we foster positive relationships with each other and encourage self esteem in individuals.

We place information in the school foyer, staffroom and around school.

We remind pupils that bullying is not acceptable and that they must report any case immediately to a member of staff. If we do not know we cannot act.

Our School Council offers a chance for bullying to be reported.

We will encourage pupils to report to a teacher if they see another pupil being bullied.

Assign staff to look out for vulnerable children

STAFF LOOK FOR:

- Lack of punctuality
- A reluctance to go out at break
- Truancy
- Falling out with previously good friends
- Staying with the teacher
- Any changes in a child's behaviour or work.

RESPONDING TO INCIDENTS WHEN THEY OCCUR

Pupils who feel that they are being bullied at that moment should report this to a teacher who will deal in the first instance with the situation and notify the Headteacher

Pupils who see others bullied should report to the Headteacher.

Members of staff who receive reports that a pupil has been bullied should report this to the Headteacher Mrs Parkinson at the Upper school.

Reports of conflict will be investigated further to ascertain the circumstances. In investigating alleged incidents the following aspects are considered:

- Nature of act
- Frequency

Evidence gathered will be noted and the investigation completed as justified or unjustified allegation.

All reports will be taken seriously and will be followed up by initial investigation of the situation

We will:-

- reassure pupils that they do not deserve to be bullied and this is not their fault. We will assure them that it was right to report the incident.
- try to ascertain the extent of the problem to discover if the event was one incident or more than one.
- engage them in making choices about how the matter may be resolved.
- inform them of the outcome eg: a missed break or detention.
- try to ensure that they feel safe.
- discuss strategies for being safe and staying safe.
- ask them to report immediately any further incidents to us and explain that if we are not told then it is difficult to solve the problem.
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.

We will:-

- interview the pupil (or pupils) involved in bullying separately.
- listen to their version of events.
- talk to anyone else who may have witnessed the event.
- reinforce the message that bullying is not acceptable, and that we expect bullying to stop.
- affirm that it is right for pupils to let us know when they are being bullied.
- consider sanctions.
- advise pupils responsible for bullying that we will be checking to ensure that bullying stops.
- ensure that those involved know that we have done so.

When bullying is reported to us we will help children resolve their differences and should bullying reoccur contact the parents of the pupils involved.

We will follow up after incidents to check that the bullying has not started again.

We will also work with pupils who have been involved in bullying others to ascertain the sort of support that they themselves need.

SANCTIONS

Reports of bullying will always be monitored. If necessary, we will invoke a full range of sanctions for a repeat of an intended hurtful comment or action. These include:

- Removal from the group
- Withdrawal of break and lunchtime privileges for one day.
- Detention

- Withholding participation in school events that are not an essential part of the curriculum.
- Fixed term exclusion from school

OUR RESPONSIBILITIES

Everyone within school is expected to

- Act in a respectful and supportive way towards one another, and
- Adhere to and promote the objectives of this policy.

Pupils are expected to

- Report incidents of bullying. Staff can only help if they are alerted to the problem.
- Report suspected incidents that victims may be afraid to report.
- Support each other and to seek help to ensure that everyone feels safe, and nobody feels excluded or afraid in school.

Parents can help by

- Encouraging their children to be positive members of the school community.
- Discussing with their child's teacher any concerns that their child may be experiencing bullying or involved in some other way.
- Helping to establish an anti-bullying culture outside of school.

BULLYING OUTSIDE THE SCHOOL PREMISES

Schools are not directly responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and on journeys to and from school. The bullying may be done by pupils from our own school, by pupils from other schools or by people who are not at school at all.

Where a pupil or parent tells us of bullying off the school premises we will:-

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the Headteacher of another school whose pupils are bullying.
- Talk to the transport company about bullying on buses.
- Talk to the police.

CONCERNS ... AND COMPLIMENTS

We recognise that there may be times when parents feel that their child is still being bullied after the school has taken steps to deal with it and we would ask that this be brought to the Headteacher's notice. The Headteacher will do all that is possible to resolve these concerns .

We would also be pleased to receive Compliments – feedback from parents when things have gone well.

EVALUATING OUR POLICY

We will evaluate our anti-bullying policy using the following measures:

- The numbers of incidents that are reported to staff over a given period.
- Pupils' perceptions of bullying in school through structured discussions in class time.
- And importantly the number of days of absence which are thought to arise as a consequence of bullying.
- We will investigate patterns of absence to ensure that children are not taking unnecessary days off school due to fear of being bullied.
- The number of complaints and compliments that we receive from parents.
- From the comments made by visitors and other people connected with the school.

OWNERSHIP OF THIS POLICY

The policy applies to all staff and to all pupils

The Headteacher is responsible for introducing and implementing this policy. However all staff, all pupils and their parents have an active part to play in the development and maintenance of the policy, and in its success. We welcome any suggestions or comments which could improve this policy by the next review date.

Last reviewed; Aug 2012

Next Review:- Aug 2013

