



Downend School

DOWNEND SCHOOL

Downend School Anti-bullying Policy

Reviewed: November 2011
Ratified: November 2011
To be reviewed: November 2013

Rationale

Downend School aims to provide a caring and secure environment in which tolerance, understanding and respect for others are fostered. This is achieved through staff, students, governors and parents working in partnership to promote a positive culture and to encourage in all students a sense of responsibility to themselves, to the school community and to the outside world.

At Downend School, we acknowledge that bullying is an issue that is viewed seriously as it can make any student feel unhappy, frightened, depressed, anxious, lower their self-esteem and make them feel that they do not want to attend school. Pupils who are bullying need to learn more appropriate ways of behaving. The purpose of this policy is to ensure that; students who are bullied are supported, incidents of bullying are addressed promptly and effectively and that staff, students and parents work together to create a community where bullying is not tolerated.

Definition of Bullying

At Downend School, we characterise bullying as:

- Involving direct hostility and aggression towards the victim
- Occurring where the victim is weaker, or is in a weaker situation, than the bully/bullies
- Resulting in pain and/or distress for the victim

Bullying can be physical, intimidatory, verbal, racist, sexual, homophobic or emotional and can be carried out directly or indirectly (including via text message, email, social networks or the internet)

Anti-Bullying Culture at Downend School

- We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell any member of staff
- All reports of bullying are taken seriously and are dealt with sensitively and effectively

- The school regularly promotes an anti-bullying culture through a variety of strategies

Reporting Incidents

- Students can report bullying directly to any member of staff
- Students can report bullying anonymously by leaving a note for a member of staff in their drop in the staff room
- Students can report bullying to other students who should pass the information on to their year or school council representative
- Parents should report any concerns to their child's tutor, YC or another member of staff

Procedures

- Report bullying incidents to staff
- Confirmed cases will be recorded by staff
- In serious cases parents should be informed and will be asked to come to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- Every effort will be made to help the bully/bullies change their behaviour

Outcomes

- The bully/bullies may be asked to genuinely apologise. Other consequences may take place
- In serious cases, exclusion will be considered
- If possible, the pupils will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

Year Coordinators will maintain and monitor a record of bullying incidents involving students in their year group. The Assistant Headteacher will oversee this to monitor incidents across the school.

Responsibilities of Students

- To tell someone they trust if they are being bullied or if they know someone who is being bullied
- To support other students who are being bullied
- To participate in activities designed to promote an anti-bullying culture at Downend School

Responsibilities of Parents/Carers

- To inform their child's tutor, YC or another member of staff if they have any concerns about bullying
- To support the school in any actions taken following an incident of bullying

- To use the school's complaints procedure if unsatisfied with how any report of bullying has been handled

Responsibilities of the School (*staff responsible*)

- To take all reports of incidents of bullying seriously (*all staff*)
- To act promptly and sensitively to reported incidents in line with the guidance in this policy (*all staff*)
- To maintain a record of incidents of bullying through the school (*YCs*)
- Monitor students' perceptions of bullying and the extent and nature of bullying at the school through annual surveys of the students. (*AHT*)
- Raise the profile of an anti-bullying culture through a variety of strategies including:
 - Information in the students' planners
 - Year team tutorial programs
 - Assemblies
 - Displays around the school
 - PSHE provision
 - Participation in local and national campaigns
 - Use of outside agencies
 (*YCs, i/c PSHE, AHT, learning mentor, SENCO*)

Policy developed in line with guidance from DfES, Ofsted and Kidscape.

Ratification: At Full Governors meeting Date: November 2011

Signature of Headteacher Date: November 2011

Signature of Chair of Governors Date: November 2011

SLT Responsible Elaine Feltham