

FERNDEARLE SCHOOL

Anti-Bullying Policy

Students and staff at Ferndearle School seek to create a climate in school whereby bullying behaviour's are not accepted by any member of the school community.

Our policy involves all students, staff, parents and carers in working towards the elimination of any form of bullying.

School definition of bullying

Bullying is the wilful, conscious desire to hurt, threaten or frighten someone. Bullying can be **PHYSICAL** and/or **VERBAL**. Other forms of bullying include intimidation, extortion, or other behaviours which cause **ANXIETY** or **DISTRESS**. If one of these forms of behaviour happens once, it is an incident. If the same behaviour is repeated a few times, then it is bullying.

Our aims

- Use all staff, parents/carers and students as a positive resource in countering bullying.
- Use the curriculum as an intrinsic vehicle to raise awareness of the school's policy and as a means of educating students to the school's expectations.
- To give help and on-going support to victims.
- Use peer pressure against bullying behaviour
- Make the unacceptable nature of the bullying behaviour and the consequences of any repetition, clear to the bully and his/her parents.
- To give guidance and support to bullies to change their behaviour

Students – Expectations and Guidance

1. As a member of the school, we expect you not to tolerate any form of bullying behaviour.
2. Adults and students together will work together to stop bullying
3. When someone is being bullied, inform an adult immediately
4. Do not be afraid to report any incidents. Watching and doing nothing can suggest support for the bullying
5. Do not tolerate bullies in your group of friends
6. Only accept people who do not bully others. Bullies will soon stop if they are left out or by themselves.

Staff – Expectations and Guidance

- Watch for early stages of distress in students – deterioration in work, spurious illness, isolation, desire to remain with adults, erratic attendance, and internal truancy. Whilst this behaviour may be symptomatic of other problems, it may be the early stages of bullying.
- Listen carefully to students' concerns and record all incidents as per the agreed policy (see below).
- Offer the victim and bully support and help by putting our school procedure into operation.

Response to Incidents of Bullying

The alleged bullied student should record the events in writing on the Bullying Incident Record Sheet, with a member of Residential or School Staff.

The member of staff should assess the nature of the problem and take appropriate action by passing it to a member of school staff.

Actions in relation to a bullying incident may be:

Policy Ratified 21.02.13

o contacting parents/carers

o applying appropriate sanctions.

o constructing arrangements to discourage future incidents of bullying

o identified bullies should complete the Anti-bullying work, preferably in a detention

o Submit the Bullying Incident Sheet to a member of Leadership Team.

o All incidents will be recorded in the relevant log book.

Action to prevent, discourage or alleviate bullying

Restorative practise is undertaken with students.

We include discussion of bullying in our PSE programme – as part of the teaching programme and in tutor time.

We create safe spaces so that vulnerable children can have a haven during lunchtime and breaks

The Anti-Bullying Campaign involves the students in promoting anti-bullying through discussion and poster campaigns.

The bullying log will be reviewed regularly and appropriate action taken.

Sanctions for bullying are in line with the Behaviour for Learning Policy.

Key individuals –

Zara Malyon – Headteacher

Kirsty Chapman – Anti-bullying and Restorative Justice Coordinator