



DAVENANT FOUNDATION SCHOOL

ANTI- BULLYING POLICY

Last Review Date: March 2008 (Curriculum Committee)

SCHOOL STATEMENT

The School expects students to work hard, live cheerfully and allow others to do the same.

The School is opposed to all forms of bullying and it is determined to provide each child with a safe, happy and secure environment where the student can take advantage of all the educational opportunities offered.

This policy covers situations involving bullying of/by students.

THE SCHOOL SEES BULLYING AS INCLUDING:

- Persistent name calling
- Persistent teasing
- Intimidation
- Pushing or pulling about
- Hitting or attacking
- Spreading malicious gossip (including by new technologies)
- Isolating
- Forcing to hand over money or possessions
- Attacking because of religion, colour, appearance, gender, sexuality etc
- Damaging or stealing an individual's property or work

PURPOSES OF THIS POLICY

- To enable students to clearly understand what constitutes bullying
- To enable students to understand that bullying, either of the physical, verbal or emotional varieties, will not be tolerated
- To enable parents to feel confident that bullying will be firmly dealt with by the School
- To raise the consciousness of staff to the presence of bullying

RECOMMENDATIONS FOR TEACHING AND NON-TEACHING STAFF

- Watch out for signs of distress in students, e.g. Deterioration of work, spurious illness, a desire to remain with an adult, erratic attendance, change in friendship patterns, isolation, unexplained cuts and bruises, bringing too much money into School. These may be signs of bullying.
- If an incident of bullying takes place there must be a quick unambiguous response. It should be made clear to all students that bullying will not be tolerated in this School.
- If a student tells you they are being bullied, try to get them to talk about it. If they will not do this, ask them with whom they would feel confident to speak. The victim should be given some measure of control in the strategy and management of the bullying investigation, but ***staff have an obligation to act and must not keep information confidential that should be passed on. Discuss this point with the student.***
- If you suspect a student of being bullied ALWAYS take action and ALWAYS report the matter to the Tutor and Head of Year.
- Listen carefully and record all incidents in writing. Look for common themes and pin-point areas where specific intervention would be useful.
- Offer immediate support to the victim.
- The bully should also record the events in writing.
- If you lack confidence/experience in dealing with the issue, then seek immediate help from a colleague.
- The Heads of Year should record their discussions with both parties.
- Copies of all accounts should be kept on the file of each student involved, with the record of the events.
- The Heads of Year will involve parents as appropriate.
- Staff should ALWAYS do their assigned duties/patrols at the specified times. These patrols will include the areas of the School where bullying incidents have been known to take place.
- In dealing with a bullying incident, NEVER bully the bully. This would only give credibility to their behaviour.
- Recognise that the bully may have a problem causing him/her to bully. Try to identify and respond if this is the case, but NEVER condone the bullying behaviour.

REMEMBER

Good practice when dealing with a report of bullying

- ***Recognise that the child may be angry or upset***
- ***Keep an open mind – bullying can be difficult to detect, so a lack of staff awareness does not mean no bullying occurs***

- ***Remain calm and understanding***
- ***Make clear that the school does care and that something will be done***
- ***Explain the school policy, making sure that procedures are followed***
- ***Report the incident to the Tutor/Head of Year immediately (in writing)***

ADVICE TO STUDENTS

If you are being bullied, then the following advice will help you.

- ALWAYS tell someone, preferably an adult, e.g. your Parent, Tutor, Head of Year or someone you trust. Explain how long it has been going on.
- To be alone is to be vulnerable; stick with the group and never be last to leave.
- Stay in sight of peers and adults when possible.
- Try not to lose your temper, stay calm.
- Crying, yelling and running away gives free entertainment. Look the bully in the eye, stand straight and try to look confident. Walk quietly and confidently away.
- Speak slowly, clearly and firmly.
- Think about arriving earlier, later or choosing a different route.
- Leave expensive items at home. Do not boast about possessions or money. Bring in cheques rather than cash to pay for trips etc.
- Name-calling is unacceptable. You should report repeated incidents to your Tutor.
- Are you provoking attack? Could you change your behaviour in any way?
- Practise walking away, keeping calm and laughing off taunts.

ADVICE TO PARENTS

- Parents should ALWAYS contact the School as soon as possible. In the first instance, this would normally be your child's Tutor.
- Beware of your child exhibiting signs of distress or significant changes in behaviour. Be watchful if there is a problem involving sleepless nights, requests for extra money, non-specific illnesses such as headaches, and avoidance of School on specific days.
- Remember some children are sometimes subjected to bullying or become involved in drugs or have personal problems.
- The School deals with all of these issues through its programme of tutorial work, Personal, Social and Health Education and Citizenship (PC) lessons and Assemblies.

SUPPORTING STUDENTS WHO ARE BEING BULLIED

- Discuss the problem with the student.
- Recognize and deal with negative group dynamics.
- Teach the student some self-assertiveness strategies to cope with bullying.
- Encourage students to seek help against bullying.
- Enable students to help and protect themselves by building up their self-esteem.

HELPING BULLIES TO CHANGE THEIR BEHAVIOUR

- Establish the causes and circumstances of bullying
- Keep accurate records of incidents
- Raise the self awareness of the bullying students
- Try to improve bullying students' self-esteem
- Set firm guidelines for future behaviour
- Identify situations that lead to bullying
- Devise strategies to help students control aggressive behaviour
- Control your own reactions to bullying behaviour
- Enlist the cooperation of parents/carers.
- Recommend the resources of professional organizations to help bullies and their families.

COMMUNICATION WITH STUDENTS, PARENTS AND STAFF

The topic of anti-bullying will be delivered within the Pc Programmes. It will include advice on what constitutes bullying and ways in which it can be dealt with. The topic will be handled sensitively and students will be made aware of how to seek further help and support if appropriate.

Advice for students and parents is also included in student planners. Parents are made aware of the anti-bullying policy and how to access it.

The topic of bullying is regularly raised with staff, both as a group and individually, and advice given. The anti-bullying policy is displayed and easily accessed by staff.

SANCTIONS

Where students do not respond to preventative strategies to combat bullying, the School will need to take firmer action to deal with persistent and violent bullying. It may be necessary for sanctions to be used when bullying has taken place. The level of sanction will depend on the seriousness of the behaviour. It may take the form of any appropriate sanction up to and including exclusion.

Reference to other policies:

- Internet Agreement
- Child Protection
- Behaviour Management
- Equality of Opportunity