

Anti-Bullying Policy

Aim

The aim of this policy is to ensure that each and every pupil at the Prebendal School feels nurtured, safe and cared for, in an environment free from disruption, violence and any form of harassment, in order for them to achieve their potential.

This policy has been written with regard to the DCSF Guidance Safe to learn: *Embedding anti-bullying work in schools.*

At The Prebendal School we are committed to providing a community where encouragement, empathy and understanding are watch words. The happiness and welfare of the children is paramount. Great emphasis is placed on the creation of a friendly environment, where courtesy, kindness and consideration for others are valued as being important.

Bullying is defined for the purpose of this policy as the intentional hurting, harming or humiliating of another person by physical (including sexual), verbal (including chat room and SMS messages – Cyber – bullying, and emotional means (by excluding, tormenting, or spreading malicious rumours). It can involve a third party to tease or torment someone. It can involve complicity that falls short of direct participation. Bullying is often hidden and subtle. It can also be overt and intimidatory.

No initiation ceremonies which intend to cause pain, anxiety or humiliation must be tolerated, when pupils join the Prebendal School as either a day pupil or as part of the wider boarding community.

Objectives:

- That every incident of bullying is reported
- That every incident of bullying is dealt with swiftly – recorded in The Welfare Book in The Staff Common room within 2 hours by the member of staff involved and investigated within 24 hours by The Pastoral Head and The Deputy Head
- That every reported incident is resolved
- That reporting the incident results in immediate and continued safety for the victim

Implementation

- Awareness of bullying and the school's stance against bullying is raised throughout the whole school in assemblies, form time with the form teacher, PSHE lessons and staff INSET

- It is expected that all staff at The Prebendal School set a good example of behaviour and courtesy, both in their behaviour towards each other and their behaviour towards pupils
- All staff, pupils and parents are asked to support the school's anti-bullying ethos and zero tolerance
- Pupils are encouraged to report all incidents of bullying to any member of staff in whom they feel confident to confide.
- Reassurance, sympathy and follow up are important

Procedure:

- Any member of staff being told that a pupil is being bullied must arrange for that pupil to be safe. This may require setting up a temporary safe place during non-lesson time and/or may require making temporary arrangements for the pupil to be out of certain lessons until the situation is resolved.
- In cases of serious bullying, or unacceptable behaviour, the incident will be entered into The Welfare Book in the Staff Common room, passed onto Pastoral Heads for immediate investigation, as well as to The Deputy Head and The Head Master. It will be discussed in the Friday staff meeting
- The perpetrator will be interviewed by The Deputy Head and given the opportunity to be heard. The incident must be recorded and placed in the pupil's file. If it is felt that bullying has taken place the perpetrator will be required to promise that the bullying stops immediately and that there will be no recurrence.
- It is the responsibility of The Deputy Head to get both the perpetrator and the victim together at a later date, where the bully can offer an apology and the pupils can be reconciled
- Parents will be informed by The Head Master when appropriate
- In serious cases, suspension or even exclusion may be considered
- Problems will be monitored throughout a child's career

Forms of Bullying:

- Physical
- Verbal
- Emotional
- Cyber bullying
- Racist
- Sexist
- Religious
- Cultural
- Homophobic
- Special Educational Needs
- Disability

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. It is the duty of any staff member to report immediately, any concerns to The Head Master or The Deputy Head.

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