

LLANDOVERY COLLEGE ANTI-BULLYING POLICY FOR SCHOOLS

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Statement of Intent

Llandovery College is committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We wish to create a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. The School Council will play an active role in reviewing the school's anti bullying policy.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- ❖ Emotional being unfriendly, excluding, tormenting
(eg hiding books, threatening gestures)
- ❖ Physical pushing, kicking, hitting, punching or any use of violence
- ❖ Racist racial taunts, graffiti, gestures
- ❖ Sexual unwanted physical contact or sexually abusive comments
- ❖ Homophobic because of, or focussing on the issue of sexuality
- ❖ Verbal name calling, sarcasm, spreading rumours, teasing
- ❖ Cyber All areas of internet, such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology, ie camera & video facilities

Why is it important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying. Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be reported and investigated.

Procedures

1. Report bullying incidents to staff either verbally or by using the bullying forms available in and around the school. All bullying incidents will should be recorded on the bullying incident forms and returned to the admin. Office for filing or future reference. The report on the incident should include names of people involved to include witnesses if possible, location, time and any action taken.
2. In cases of serious bullying, the incident should be reported directly to an SMT member by staff.
3. Records of all bullying to be kept centrally in the school admin. Office and copies held in pupils files.
4. In serious cases parents may need to be informed and may be asked to come into a meeting to discuss the issue.
5. If necessary and appropriate, police will be consulted.
6. The bullying behaviour of threats of bullying must be investigated and the bullying stopped quickly.
7. An attempt will be made to help the bully (bullies) change their behaviour.

Outcomes

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

Prevention

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- ❖ writing a set of school rules
- ❖ signing a behaviour contract
- ❖ writing stories about bullying
- ❖ referring to incidents of bullying or having them relayed to a tutor group or house assembly
- ❖ making up role-plays for school or house assemblies
- ❖ having discussions with individuals, small selective groups or tutor groups/year assembles about bullying and when it matters

Objectives of this policy

- ❖ All governors, teaching and non teaching staff, pupils and parents should have an understanding of what bullying is. All governors and teaching non teaching staff should know what the policy is on bullying, and follow it when bullying is reported.

- ❖ All pupils and parents should know what the school policy is on bullying, what they should do if bullying arises
- ❖ As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- ❖ Bullying will not be tolerated.

The school anti bullying policy is explained to all pupils annually at the start of the school year and is regularly reinforced by discussions that take place in house assemblies and in tutor groups.

The school PSE programme also addresses bullying issues

All parents are sent a copy of the schools anti bullying policy

The school anti bullying policy is reviewed annually by means of a questionnaire conducted within the school and completed by pupils (copy enclosed)

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- ❖ Is frightened of walking to or from school
- ❖ Doesn't want to go on the school/public bus
- ❖ Begs to be driven to school
- ❖ changes their usual routine
- ❖ is unwilling to go to school (school phobic)
- ❖ begins to truant
- ❖ becomes withdrawn anxious, or lacking in confidence
- ❖ starts stammering
- ❖ attempts or threatens suicide or runs away
- ❖ cries themselves to sleep at night or has nightmares
- ❖ feels ill in the morning
- ❖ begins to do poorly in school work
- ❖ comes home with clothes torn or books damaged
- ❖ has possessions which are damaged or 'go missing'
- ❖ asks for money or starts stealing money (to pay bully)
- ❖ has tuck or other monies continually 'lost'
- ❖ has unexplained cuts or bruises
- ❖ becomes aggressive, disruptive or unreasonable
- ❖ is bullying other children or siblings
- ❖ stops eating
- ❖ is frightened to say what's wrong
- ❖ gives improbable excuses for any of the above
- ❖ is afraid to use the internet or mobile phone
- ❖ is nervous & jumpy when a cyber message is received

Standard 2 – Boarders are protected from bullying

The school reviews its policy on bullying by implementing the following:-

- ❖ All new staff are familiarised with schools anti bullying policy during induction

- ❖ Regular discussion and feedback from children in tutor group session dedicated to the schools anti-bullying policy
- ❖ Visits to boarding houses and discussions regarding the schools anti bullying policy with pupils by the senior master / mistress every half term.
- ❖ Bullying incidents of any magnitude dealt with in house meetings on Monday mornings by boarding staff
- ❖ Serious incidents dealt with and discussed with relevant year groups / boarding houses after morning chapel by senior master/mistress if requested by house master/mistress
- ❖ Effectiveness of the policy is gauged by number of bullying incidents reported and through discussion with staff and pupils as outlined above.

Review

Annually a questionnaire of a representative sample of pupils will be carried out to ascertain the effectiveness of the anti bullying policy.
The policy will be reviewed annually.

Policy last revised: 26th Aug 2006

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1205 204
Parent line Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

For a copy of Kidscape's free booklets 'Stop Bullying', 'Preventing Bullying' and 'You Can Beat Bullying', send a large (A4) self addressed envelope (marked 'Bully Pack') with 6 first class stamps to:

Kidscape
2 Grosvenor Gardens
London
SW1W 0DH